



Official Publication  
of the American  
Federation of Teachers

# The AMERICAN TEACHER

Democracy in Education... Education for Democracy

1956-57  
The A. F. of T.'s  
Greatest  
Year

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66

CHICAGO 4, ILLINOIS

SEPTEMBER, 1956

## REFERENDUM FOR AFT GROWTH

### Megel Calls For Action Program

PITTSBURGH, Pa.—The president of the American Federation of Teachers asked its Fortieth Anniversary convention to adopt a multi-barrelled program to end "teacher futility and educational mediocrity" in the public schools of the United States.

Carl J. Megel of Chicago, later re-elected without opposition, said in his presidential address that the teacher-education situations to be corrected are reflected by shortages of 300,000 degree teachers and 350,000 classrooms as well as other inequality in the majority of the schools.

#### Six Step Program

Megel said the A. F. of T. will continue to fight for Federal Aid for Education, reviewed membership gains of more than 4,500 during the year, and called for a full scale effort at state and local levels to implement an action program for:

"(A) A single salary schedule for teachers starting with \$5,000 a year at the Bachelor's level, and reaching \$9,000 (later increased by the convention to \$10,000) in eight or less annual steps, as well as an added pay spread for training and experience;

"(B) State tenure laws protecting teachers from being discharged without proper cause or

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### Merit Rating Called Device To Hold Down Teacher's Pay

PITTSBURGH, Pa.—The American Federation of Teachers went on record at its Fortieth Anniversary convention opposing the merit rating system of pay as "inimical to the best interests of public education and a device to hold down general salary increases."

A resolution reaffirmed the A. F. of T.'s support of a single salary schedule based upon training and experience. The merit system, it pointed out, offers salaries to a favored few, higher than the regular schedule.

#### For Smaller Classes

The convention also urged boards of education to work toward the reduction of class

## New 1957 Membership Goal 60,000

### Here's New AFT Executive Council



Elected in Pittsburgh for a 2-year term to the A. F. of T. Executive Council, to hold this steadily growing classroom teacher's union on a steady course were, standing from left: Hope V. Carey,\* Pawtucket, R. I.; Rose Claffey, Lynn, Mass.; Herrick S. Roth,\* Denver, Colo.; Kenneth C. Fitzgibbons, Richmond, Va.; Edward Jewett,\* Council Bluffs, Ia.; Phyllis Hutchinson, Portland, Ore.; Mrs. Rosalie C. Kraus, Moline, Ill.; F. Earl McGinnis, Jr.,\* Wilmington, Del.; Charles B. Williamson, Erie, Pa.; Mrs. Florence Sweeney, Detroit, Mich.; with John Lichtenberg, Chicago, legal counsel. Seated, from left: Charles E. Boyer, Minneapolis, Minn.; Mrs. Rebecca Simonson, New York City; Mrs. Veronica B. Hill,\* New Orleans, La.; Carl J. Megel,\* Chicago, president; James L. Fitzpatrick,\* Milwaukee, Wis.; Selma Borchardt, Washington, D. C.; and Paul B. High, Cleveland, O. \*Re-elected. Areas Assigned, Page 8.

### AFT Will Assist and Support Its Locals In a Program For Collective Bargaining

PITTSBURGH, Pa.—The Fortieth Anniversary convention of the American Federation of

Teachers resolved here that the A. F. of T. will assist and support Locals in establishing collective bargaining procedures with their school boards. The action was introduced by Charles E. Boyer of Minneapolis, Minn., Executive council member and chairman of the committee on salaries and working conditions, as an amendment to one from the Detroit Federation of Teachers, Local 231, calling for a collective bargaining study.

The Boyer amendment pointed out that collective bargaining is an accepted union procedure, and declared that it would be of mutual advantage to both teachers and school boards in simpli-

fying administration and morale building.

#### States Have Services

It cited that a few states provide for collective bargaining by making available state concilia-

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Mr. Trimble

### Representation and Revenues Are Changed in Constitution

By Edward F. Jerrow\*

PITTSBURGH, Pa. — Representation at national conventions, and revenues for an expanded organization program received major attention in constitutional revision at the Fortieth Anniversary A. F. of T. convention.

Compromises were reached in each case, and several other amendments were accomplished. Changes in the constitution by the convention were as follows:

**Convention Representation**  
Representation from locals having a membership of over

\*Chairman, A.F. of T. constitutional revisions committee and retiring vice-president.

#### Members to Ballot

### On 10 Cents Organization Per Capita

PITTSBURGH, Pa.—The American Federation of Teachers at its Fortieth Anniversary convention chalked up major growth during the last school year and moved for unprecedented organization of the nation's classroom teachers in the years ahead.

Carl J. Megel, president, announced a new peak membership of 50,535 as of May 30, last, and set a goal of 60,000 members by the end of the 1956-57 school year. Quotas will reach Locals shortly.

The convention authorized a referendum on a per capita increase to 60 cents a member, ten cents of which is to be earmarked and spent for organization, and to place an increased number of national representatives in the field throughout the country.

Notice of the referendum will go to Locals on Sept. 15, and ballots will be distributed as of Oct. 15, next. Ballots will be preceded by a *Per Capita Referendum Bulletin* containing arguments for and against the proposition.

Ballots must be returned by Locals postmarked no later than Dec. 15, 1956. Results will be effective as of Jan. 1, 1957.

All copy which Locals wish to

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### Win Three More Defense Cases

Stories, Page 3

five hundred will be increased above that allowed in our former constitution, but not in direct proportion to membership. As adopted, the representation in future conventions will be determined by the following formula: One delegate for each affiliated local having a membership of twenty-five or less; one for each additional twenty-five members up to a total membership of five hundred; one for each additional fifty, up to a membership of twenty-five hundred; one for each hundred additional members beyond twenty-five hundred. An additional change in representation was

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### Referendum

From Page 1

send in supporting the referendum should be addressed to Herrick S. Roth, vice-president, American Federation of Teachers, Room 108, AFL Center, 360 Acoma, Denver, Colo.

Arguments in opposition to the proposition should be sent to Paul B. High, vice-president, American Federation of Teachers, 11140 Snow Rd., Cleveland, Ohio.

Upon receipt of the arguments, Mr. Roth and Mr. High will send them to James L. Fitzpatrick, vice-president, Milwaukee, Wis., chairman of the editorial advisory committee who will include the pros and cons in the referendum bulletin.

Megel declared that adoption of the proposition by the membership will enable the A. F. of T. to finance a long felt organization need and opportunity. "It will," he added, "make a 100,000 membership in 1958 more than a dream."

Additionally, he said, we will be able to look to the AFL-CIO for greater cooperation.

Before authorizing the referendum, the convention voted to amend the constitution so that locals will pay a per capita of 50 cents per member having a salary of less than \$5,000, with other rates remaining as in pending the outcome of the balloting on the 60 cent proposition.

### 126 Over Top

PITTSBURGH, Pa. — A new high of 126 A. F. of T. Locals made or exceeded their membership quotas for 1955-56. This is 38 more than was listed for the previous school year.

During the A. F. of T.'s Fortieth Anniversary convention banquet, here, Carl J. Megel, president, announced the Locals who went over the top, and presented them with Citation Award certificates.

Special citations also were presented to three Locals who enrolled all teachers in their jurisdiction — the Hawthorne (Mass.) Vo-Ag Teachers Federation, Local 1269; the Gillespie (Ill.) Federation of Teachers, Local 649; and the Gale (Minn.) Trade School Union, Local 1228.

Twenty-six Locals not previously listed in The American Teacher publications, who have shown by their per capita to have made or exceeded their membership quotas, follow:

Alaska — Anchorage Federation of Teachers, Local 1175; Arizona — Salt River Valley Federation of Teachers, Local 1010, and Pima County Teachers Union, Local 1238; California — San Francisco Federation of Teachers, Local 61, and Marin County Federation of Teachers, Local 1077; Colorado — Denver Teachers Union, Local 858, and Boulder County Federation of Teachers, Local 898.

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Also, Minnesota — Wayzata Federation of Teachers, Local 1191, and Minnesota Department of Education Federation, Local 1240; New York — New York Teachers Guild, Local 2; Ohio — Newark Federation of Teachers, Local 411, and Portsmouth Federation of Teachers, Local 746; Pennsylvania — Lewistown



Special Citation Awards were carried off at Pittsburgh by three State Federation of Teachers, Walter H. Werre, president (left), and their membership quotas. The Michigan State Federation of Teachers and Mrs. Jessie S. Baxter, its president (center), took bows for having 18, the top number. Tied for second place with 16 each were the Illinois State Federation for having the largest numbers of Locals attaining the Minnesota State Federation of Teachers, Harvey C. Otterson, president, accepting the award.

Federation of Teachers, Local 891, and Harrisburg Federation of Teachers, Local 1086.

Also, Rhode Island — The North Providence Federation of Teachers, Local 920; Tennessee — Mountain City Teachers Association, Local 428; and Wisconsin — Oshkosh Federation of Teachers, Local 1111.

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Also, Ventura County (Calif.) Federation, Local 1273; Niles Township (Ill.) Federation, Local 1274; Ashland (Wis.) Federation, Local 1275; Chisholm (Minn.) Federation, Local 1276; Bogalusa (La.) Federation, Local 1277, and San Diego (Calif.) Federation, Local 1278.

Also, Hawaii (T.H.) Federation of Teachers, Local 1279, and the Ecorse (Mich.) Township Federation, Local 1280. Largest of these in terms of charter signers were the Oak Ridge Local 1271; Chisholm, Minn., Local 1276, and Niles Township, Local 1274.



They reported on organization: Four field representatives of the A. F. of T. comprise a panel on their activities at Fortieth Anniversary convention — From left, Sally Parker of Boston, Mass., for the New England states; Henry Becker of Hamden, Conn., for New York state and Connecticut; Peter Rockstahler of Chicago, for Illinois and Wisconsin, and Henry L. Clarke of Long Beach, Calif., for the West Coast.

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In order to provide added revenue for an expanded organizational program, the convention authorized a referendum vote by the membership on the proposition of a 60-cents monthly per capita, regardless of the salary of the member, this refer-

endum vote to be completed by Jan. 1, next. (See story beginning above for added details of this referendum.)

### Other Changes

1) A delegate to the A. F. of T. convention must be a member of the A. F. of T. in good standing. Formerly, there was no such constitutional limitation.

2) The formation of a State Federation would be permitted, when there are fewer than three locals in a state, if these locals represent jurisdiction embracing fifty per cent of the teacher strength in the state.

3) In the event that a local is suspended or its charter revoked, except for non-payment of dues, the local may appeal to the next national convention. A two-thirds vote shall be required to sustain such action. It has been the practice, by interpretation, to require the two-thirds vote. It is now spelled out specifically.

### Unapproved

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## New AFT Membership Helps For Your October Invitation

CHICAGO, Ill. — Booklets, folders and other printed helps, to reach the new goal of 60,000 members in 1957, some new and some revised, are now available to Locals from the American Federation of Teachers.

They tell the story of the A. F. of T. and the value of membership, briefly and dramatically. Each takes but a few minutes to read. Some of the most important ones are:

**New Horizons for America's Teachers.** Eight accordion folded pages, printed in orange, black and fawn. Newest of the A. F. of T.'s rapidly growing number of membership helps. \$3.00 per 100, or \$30.00 per 1,000.

**Working for Teachers of Today and Tomorrow.** Revised. A 4-page membership leaflet in red and black on ivory. Quickly and briefly presents the advantages of belonging. \$1.00 per 100 or \$10.00 per 1,000.

**What American Teachers Mean to the Nation.** A 4-page membership leaflet in green on white. Quickly and briefly presents the advantages of belonging. \$1.00 per 100 or \$10.00 per 1,000.

**Questions and Answers About the American Federation of Teachers.** Revised. A 12-page booklet, in blue, black and white. Answers 22 questions most frequently asked about the A. F. of T. \$2.50 per 100 or \$25.00 per 1,000.

**Crusade for Public Schools.** The story of labor's long and continuing fight for better education, a program any teacher will support. Twelve pages, in red and black on grey. \$2.00 per 100 or \$20.00 per 1,000.

**Goals of the American Federation of Teachers.** An American Teacher magazine special reprint. Four pages in green on ivory. Fifteen chapters. \$1.50 per 100 or \$15.00 per 1,000.

**New A. F. of T. School Year Blotter.** Contains accurate ruler and school year calendar. A daily reminder on anyone's desk. Green on white. \$1.50 per 100 or \$15.00 per 1,000.

# WAVY

Acting, hearing, and vision; "C) Benefits, pensions and security; "D) Adversities, leave and medical from school severance; "E) Public duties, as teachers' room disc; "F) Reboards of everywhere; tiate and the Amer-

Must Megel declared that the A. F. of T. must also "go into high" in opposing "numerous gimmicks" being tried in many school systems country-wide to keep from paying adequate salaries and establishing sound teacher employment policies. The A. F. of T., he said, must increasingly oppose:

"... Attempts to reinstate the misnamed and discredited merit rating system of pay, wherein a few favored teachers are singled out for higher pay than their colleagues of greater seniority, experience or training, thus wrecking the single salary system";

"... Professional growth re-

prove the following:

A) A proposition to charter auxiliaries.

B) A proposal to allow not more than five vice-presidents to be full time salaried officers of the A. F. of T.

C) A proposal to change to a bi-annual convention.

Because of limitation of time for the consideration of other proposed changes, it was necessary to refer them to the 1957 convention at which time revision of the constitution is to be completed.

penalized America's children but it represented a disgraceful surrender to a minority of hard-core reactionaries." He described the injection of the racial issue into the Federal Aid question as comparable to the "use of religious prejudice" to defeat a similar bill in 1949, and declared that the defeat "condemns many American children to illiteracy."

Megel said that Russia is outstripping the United States in education, and the elimination of illiteracy. "Under the Czars," he said, "eighty per cent of Russians were illiterate." Today, Russia's illiteracy is no higher than in the United States.

"Russia's schools enroll nearly 60 million children. In one year, Russia graduated 53,000 scientists while American colleges produced only 23,000."

"Democracy can only flourish in an educated society," Megel asserted. "But our schools of education (producing teachers) may be found anywhere from basement to attic. Their operation budgets are totally inadequate. Teachers are not entering teachers' colleges in sufficient numbers, because of notoriously low salaries and overcrowded and other poor teaching conditions in America's schools."





Brings labor's message to the Pittsburgh convention: Harry O'Reilly, secretary-treasurer of the AFL-CIO Maritime Trades Department, addresses convention. Left, AFT President Carl J. Megel.

## O'Reilly Tells Convention AFT Benefits All Teachers

organizing the unorganized workers of the country.

"The greatest organizing potential is in the white collar field of professionals, non-professionals and public employees," O'Reilly said.

### Teachers' Union Needed

"The union movement realizes that it needs a strong teacher organization, and is devoting much time and interest in working for a broader educational program for the country, and an expanded organizing program for teachers," he continued.

O'Reilly indicated that as a result of the AFL-CIO merger, the labor movement is on the threshold of a new era in the organizing field, particularly on white collar levels.

In lauding the A. F. of T. for its "tremendous strides" in trade union activity, such as gaining improved salaries, working conditions, and the advantages of collective bargaining, O'Reilly urged teachers to keep "pulling, hauling and shouting" for a general organization program throughout the country.

## A Non-Member Learns Value Of Union Help

DETROIT, Mich.—A veteran teacher for 43 years, who had been deprived of sick pay benefits, now thoroughly appreciates the value of union membership.

Through pressures applied by Detroit Federation of Teachers, Local 231, the school board ruled that Roy Gangwisch be paid for eight weeks of accumulated sick leave. Although Gangwisch, who had been active during the early days of the Union, was no longer a member, the Local felt he had a just claim and went to bat for him.

"I want everyone to know what a great service the Federation performed for all teachers when it took my case to the school board," Gangwisch said. "I sincerely regret that I allowed the matter of dues to interfere with my membership."

## New Orleans Teacher Wins Tenure, With AFT Support

NEW ORLEANS, La.—The right to a permanent teaching job was won by Lillian A. Crane, a substitute teacher and member of New Orleans Classroom Teachers Federation, Local 353, after a successful legal controversy backed by the American Federation of Teachers and its two New Orleans Locals.

Opinions by Louisiana's attorney-general supported Mrs. Crane's right to permanent tenure, and ended the Orleans Parish school board's long-standing practice of appointing teachers qualified for permanent positions, to jobs as substitutes or temporary teachers.

### Held Lifetime Certificate

Mrs. Crane, who holds a lifetime state teaching certificate, had taught for four consecutive years in a permanent vacancy, as a lower elementary teacher. Hasket Derby, executive secretary of Local 353, wrote to the school board, pointing out that this service qualified her as a permanent teacher, and asked

for such an appointment.

Attorney for the board took the position that it possesses the authority to set teacher standards at a level higher than the state's requirements for certification, and can prevent a teacher from acquiring tenure rights.

### AFT Counsel Advisor

Local 353 sought advice of John Ligtenberg of Chicago, general counsel for the A. F. of T., which granted money from its defense fund. Additional aid was given by New Orleans League of Classroom Teachers, Local 527.

Raoul Sere, New Orleans attorney, was retained to fight the case. The school board then sought an opinion from Louisiana's attorney-general, who supported Mrs. Crane's right to permanent tenure.

Finally convinced that its position was untenable, the board gave Mrs. Crane a permanent position. From 80 to 100 teachers will probably be affected by this decision.

## Rehberg Asks \$53,731 Back Pay, Court Reinstates Him

DETROIT, Mich.—Clark Rehberg, 50, five-foot four former president of suburban Melvindale, Mich., Federation of Teachers, Local 1051, has won his long, nine-year fight for vindication against false charges on which he was unjustly fired by the school board of Melvindale.

The Michigan state supreme court ordered Rehberg returned to his job with back pay, as science teacher in Quand high school, and subsequently turned down a school board motion for a rehearing of the case.

Rehberg then filed a claim with the school board for the return of his job, the payment of \$45,357.39 in back salary with \$8,374.40 accumulated interest as well as reestablishment of pension benefits.

Rehberg was represented in the case by Edward N. Barnard of Detroit, attorney for the Michigan State Federation of Teachers which with Michigan Locals contributed to Rehberg's court costs.

### Had "Kangaroo" Hearing

The teacher was fired from his job in the high school on the basis of stories of six girls that he became too "familiar," at a school board hearing which Barnard described as "worse than a kangaroo court." Pleas of fellow teachers and other students which came to his defense en masse were ignored.

The case broke in April, 1947, and rocked Melvindale for several weeks after the school board action. The school's other 700 students attested their confidence in Rehberg by calling a strike, some teachers also threatening to join the picket line.

School board members wavering before the storm, offered to help Rehberg find another job if he would "resign quietly," but he refused, saying it would be an admission of guilt. "My wife, Jane, and I," he said, "decided to fight the charges."

### Aided by A. F. of T. Locals

The Michigan Federation of Teachers of which Mrs. Jessie Baxter is president, and its member Locals contributed to Rehberg's living expenses as well as legal costs. As the story began to unfold, it was brought out that the teacher's "public" hearing before the board had been in a room limited in capacity to not more than 20 people, with some 100 of Rehberg's witnesses unable to get in.

The case was taken to the state tenure commission which reviewed it, declared the board's action "unjust" and reversed it. The board then appealed to the state supreme court which in 1950 ordered the tenure commis-



Mr. Rehberg

sion to re-examine the case. In 1953, after another hearing, the commission reaffirmed its original findings and ordered Rehberg reinstated with back pay.

The second hearing brought out that Rehberg was not charged with "any immoral act or any improper proposals or suggestions tinged with any indication of any immoral or improper conduct on his part, or anything which might be construed as influencing improper conduct on the part of any pupil."

### Students Defended Rehberg

Former students of unquestioned character testified that Rehberg who had lost one arm, followed the practice of inspecting their work at their desks, and in leaning over it was unavoidable that he put his hand on the back of the seat, or perhaps on a student's shoulder.

The Melvindale school board again appealed the case to the supreme court which then reviewed the entire case and ruled that Rehberg was improperly ousted and must be returned to his job with all back pay.

During the long fight and slow legal process Rehberg and his wife were sometimes desperate in their attempts to make a living and support their four children.

### Wife Helped Out

They tried running a grocery store, and when this failed, Rehberg sold candy and then insurance. His wife took a full time teaching job to augment their income. Through the years, loyal teacher associates and friends helped out.

"For a family that has lived on welfare and the gifts of friends," Rehberg was quoted in one newspaper story as saying, "the more than \$53,731 will be a small fortune."

## IUD Pledges Support To Teachers

PITTSBURGH, Pa.—Walter P. Reuther, president; James B. Carey, secretary, and Albert Whitehouse, director of the AFL-CIO Industrial Union Department, joined in a message to the Fortieth Anniversary con-

vention in "hailing the members of the A. F. of T. who are fighting for our children and our future in their struggle for better education and better schools."

The three labor leaders added: "The Industrial Union Department offers its vigorous support in your efforts to win improved salaries and status for those who educate our children."

"Teachers," they said, "belong in the A. F. of T. because they can advance themselves best in common effort, and because organized labor is their best friend."

# PAGES

being a delinquent.

Miss Whitehead's record was cleared when the St. Joseph county Superior court dismissed the case without bringing it to trial, while the charges against the youth were pending.

### Aided by Her Local

South Bend Teachers Local 679, of which she was a charter member, went to the teacher's defense as soon as the charges were made, and financed legal aid. Max Buntman, South Bend attorney, represented Miss Whitehead in court, with John Ligtenberg of Chicago, general counsel for the American Federation of Teachers, acting in advisory capacity.

On March 26, 1953, Miss Whitehead, a music teacher in seventh and eighth grades at Muesel school, "paddled" the Wiersma boy for disruptive behavior. A local school ruling authorizes the use of paddles for corporal punishment, to be given in the presence of another teacher.

### Parents Drop Charges

The Wiersmas alleged that Robert, then 13, had been beaten by the teacher, and brought charges of assault and battery. St. Joseph county officials permitted the case to go to the



## Referendum

From Page 1

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CHICAGO, Ill. — Booklets, folders and other printed helps, to reach the new goal of 60,000 members in 1957, some new and some revised, are now available to Locals from the American Federation of Teachers.

They tell the story of the A. F. of T. and the value of membership, briefly and dramatically. Each takes but a few minutes to read. Some of the most important ones are:

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## Action Program

From Page 1

hearing, after reasonable probation;

"C) Better teacher retirement pensions supplemented by social security;

"D) Adequate accumulative sick leave and hospitalization and medical insurance paid for from school funds, as well as severance pay;

"E) Published personnel procedures, as well as procedures for teachers' grievances and classroom discipline, and

"F) Recognition by school boards of the right of teachers everywhere to organize, negotiate and bargain collectively 'in the American way.'"

## Must Oppose "Gimmicks"

Megel declared that the A. F. of T. must also "go into high" in opposing "numerous gimmicks" being tried in many school systems country-wide to keep from paying adequate salaries and establishing sound teacher employment policies. The A. F. of T., he said, must increasingly oppose:

"... Attempts to reinstate the misnamed and discredited merit rating system of pay, wherein a few favored teachers are singled out for higher pay than their colleagues of greater seniority, experience or training, thus wrecking the single salary system";

"... Professional growth re-

prove the following:

A) A proposition to charter auxiliaries.

B) A proposal to allow not more than five vice-presidents to be full time salaried officers of the A. F. of T.

C) A proposal to change to a bi-annual convention.

Because of limitation of time for the consideration of other proposed changes, it was necessary to refer them to the 1957 convention at which time revision of the constitution is to be completed.

quirements known to every teacher as 'busy work';

"... Lowering of professional standards so that school districts may employ sub-qualified teachers, as in Philadelphia and other cities recently;

"... Current attempts to substitute mass education by television for classroom teacher-pupil relationships;

"... Teacher overloads, excessive class interruptions and the shortening of lunch periods for special duty or faculty meetings, and

"... Loyalty (test) oaths that do not apply to all citizens but single out teachers."

## Children Are Victims

Megel charged that the defeat of Federal Aid for School Construction in Congress "not only penalized America's children but it represented a disgraceful surrender to a minority of hard-core reactionaries." He described the injection of the racial issue into the Federal Aid question as comparable to the "use of religious prejudice" to defeat a similar bill in 1949, and declared that the defeat "condemns many American children to illiteracy."

Megel said that Russia is outstripping the United States in education, and the elimination of illiteracy. "Under the Czars," he said, "eighty per cent of Russians were illiterate." Today, Russia's illiteracy is no higher than in the United States.

"Russia's schools enroll nearly 60 million children. In one year, Russia graduated 53,000 scientists while American colleges produced only 23,000."

"Democracy can only flourish in an educated society," Megel asserted. "But our schools of education (producing teachers) may be found anywhere from basement to attic. Their operation budgets are totally inadequate. Teachers are not entering teachers' colleges in sufficient numbers, because of notoriously low salaries and overcrowded and other poor teaching conditions in America's schools."





Brings labor's message to the Pittsburgh convention: Harry O'Reilly, secretary-treasurer of the AFL-CIO Maritime Trades Department, addresses convention. Left, AFT President Carl J. Megel.

## O'Reilly Tells Convention AFT Benefits All Teachers

PITTSBURGH, Pa.—The secretary-treasurer of the AFL-CIO Maritime Trades Department told the Fortieth Anniversary Convention of the American Federation of Teachers that the A. F. of T. has bettered the lot of the country's 1,200,000 teachers with its accomplishments for better salaries and working conditions.

Harry O'Reilly of Washington, D. C., said the AFT's membership is composed of resource people who have filled a great public need because they under-

stand the purposes of organization in improving the economic and educational standards of the profession.

### Pledges Labor Support

"If the American Federation of Teachers continues to develop this program, it will have the complete support of the American labor movement," O'Reilly said.

The speaker declared that the primary intention of the merged American Federation of Labor and Congress of Industrial Organizations is to concentrate on

organizing the unorganized workers of the country.

"The greatest organizing potential is in the white collar field of professionals, non-professionals and public employees," O'Reilly said.

### Teachers' Union Needed

"The union movement realizes that it needs a strong teacher organization, and is devoting much time and interest in working for a broader educational program for the country, and an expanded organizing program for teachers," he continued.

O'Reilly indicated that as a result of the AFL-CIO merger, the labor movement is on the threshold of a new era in the organizing field, particularly on white collar levels.

In lauding the A. F. of T. for its "tremendous strides" in trade union activity, such as gaining improved salaries, working conditions, and the advantages of collective bargaining, O'Reilly urged teachers to keep "pulling, hauling and shouting" for a general organization program throughout the country.

## A Non-Member Learns Value Of Union Help

DETROIT, Mich.—A veteran teacher for 43 years, who had been deprived of sick pay benefits, now thoroughly appreciates the value of union membership.

Through pressures applied by Detroit Federation of Teachers, Local 231, the school board ruled that Roy Gangwisch be paid for eight weeks of accumulated sick leave. Although Gangwisch, who had been active during the early days of the Union, was no longer a member, the Local felt he had a just claim and went to bat for him.

"I want everyone to know what a great service the Federation performed for all teachers when it took my case to the school board," Gangwisch said. "I sincerely regret that I allowed the matter of dues to interfere with my membership."

## New Orleans Teacher Wins Tenure, With AFT Support

NEW ORLEANS, La.—The right to a permanent teaching job was won by Lillian A. Crane, a substitute teacher and member of New Orleans Classroom Teachers Federation, Local 353, after a successful legal controversy backed by the American Federation of Teachers and its two New Orleans Locals.

Opinions by Louisiana's attorney-general supported Mrs. Crane's right to permanent tenure, and ended the Orleans Parish school board's long-standing practice of appointing teachers qualified for permanent positions, to jobs as substitutes or temporary teachers.

### Held Lifetime Certificate

Mrs. Crane, who holds a lifetime state teaching certificate, had taught for four consecutive years in a permanent vacancy, as a lower elementary teacher. Hasket Derby, executive secretary of Local 353, wrote to the school board, pointing out that this service qualified her as a permanent teacher, and asked

for such an appointment.

Attorney for the board took the position that it possesses the authority to set teacher standards at a level higher than the state's requirements for certification, and can prevent a teacher from acquiring tenure rights.

### AFT Counsel Advisor

Local 353 sought advice of John Litgenberg of Chicago, general counsel for the A. F. of T., which granted money from its defense fund. Additional aid was given by New Orleans League of Classroom Teachers, Local 527.

Raoul Sere, New Orleans attorney, was retained to fight the case. The school board then sought an opinion from Louisiana's attorney-general, who supported Mrs. Crane's right to permanent tenure.

Finally convinced that its position was untenable, the board gave Mrs. Crane a permanent position. From 80 to 100 teachers will probably be affected by this decision.

## Rehberg Asks \$53,731 Back Pay, Court Reinstates Him

DETROIT, Mich.—Clark Rehberg, 50, five-foot four former president of suburban Melvindale, Mich., Federation of Teachers, Local 1051, has won his long, nine-year fight for vindication against false charges on which he was unjustly fired by the school board of Melvindale.

The Michigan state supreme court ordered Rehberg returned to his job with back pay, as science teacher in Quand high school, and subsequently turned down a school board motion for a rehearing of the case.

Rehberg then filed a claim with the school board for the return of his job, the payment of \$45,357.39 in back salary with \$8,374.40 accumulated interest as well as reestablishment of pension benefits.

Rehberg was represented in the case by Edward N. Barnard of Detroit, attorney for the Michigan State Federation of Teachers which with Michigan Locals contributed to Rehberg's court costs.

### Had "Kangaroo" Hearing

The teacher was fired from his job in the high school on the basis of stories of six girls that he became too "familiar" at a school board hearing which Barnard described as "worse than a kangaroo court." Pleas of fellow teachers and other students which came to his defense en masse were ignored.

The case broke in April, 1947, and rocked Melvindale for several weeks after the school board action. The school's other 700 students attested their confidence in Rehberg by calling a strike, some teachers also threatening to join the picket line.

School board members wavering before the storm, offered to help Rehberg find another job if he would "resign quietly," but he refused, saying it would be an admission of guilt. "My wife, Jane, and I," he said, "decided to fight the charges."

### Aided by A. F. of T. Locals

The Michigan Federation of Teachers of which Mrs. Jessie Baxter is president, and its member Locals contributed to Rehberg's living expenses as well as legal costs. As the story began to unfold, it was brought out that the teacher's "public" hearing before the board had been in a room limited in capacity to not more than 20 people, with some 100 of Rehberg's witnesses unable to get in.

The case was taken to the state tenure commission which reviewed it, declared the board's action "unjust" and reversed it. The board then appealed to the state supreme court which in 1950 ordered the tenure commis-



Mr. Rehberg

sion to re-examine the case. In 1953, after another hearing, the commission reaffirmed its original findings and ordered Rehberg reinstated with back pay.

The second hearing brought out that Rehberg was not charged with "any immoral act or any improper proposals or suggestions tinged with any indication of any immoral or improper conduct on his part, or anything which might be construed as influencing improper conduct on the part of any pupil."

### Students Defended Rehberg

Former students of unquestioned character testified that Rehberg who had lost one arm, followed the practice of inspecting their work at their desks, and in leaning over it was unavoidable that he put his hand on the back of the seat, or perhaps on a student's shoulder.

The Melvindale school board again appealed the case to the supreme court which then reviewed the entire case and ruled that Rehberg was improperly ousted and must be returned to his job with all back pay.

During the long fight and slow legal process Rehberg and his wife were sometimes desperate in their attempts to make a living and support their four children.

### Wife Helped Out

They tried running a grocery store, and when this failed, Rehberg sold candy and then insurance. His wife took a full time teaching job to augment their income. Through the years, loyal teacher associates and friends helped out.

"For a family that has lived on welfare and the gifts of friends," Rehberg was quoted in one newspaper story as saying, "the more than \$53,731 will be a small fortune."

## IUD Pledges Support To Teachers

PITTSBURGH, Pa.—Walter P. Reuther, president; James B. Carey, secretary, and Albert Whitehouse, director of the AFL-CIO Industrial Union Department, joined in a message to the Fortieth Anniversary con-

vention in "hailing the members of the A. F. of T. who are fighting for our children and our future in their struggle for better education and better schools."

The three labor leaders added: "The Industrial Union Department offers its vigorous support in your efforts to win improved salaries and status for those who educate our children."

"Teachers," they said, "belong in the A. F. of T. because they can advance themselves best in common effort, and because organized labor is their best friend."

## 'Paddling' Case Dismissed As Pupil Faces Delinquency

SOUTH BEND, Ind.—Elizabeth N. Whitehead, veteran South Bend teacher, has been vindicated of assault and battery charges brought against her more than three years ago by the parents of Robert Dale Wiersma, a "problem" pupil, who was since charged in the St. Joseph Juvenile court with being a delinquent.

Miss Whitehead's record was cleared when the St. Joseph county Superior court dismissed the case without bringing it to trial, while the charges against the youth were pending.

### Aided by Her Local

South Bend Teachers Local 679, of which she was a charter member, went to the teacher's defense as soon as the charges were made, and financed legal aid. Max Buntman, South Bend attorney, represented Miss Whitehead in court, with John Litgenberg of Chicago, general counsel for the American Federation of Teachers, acting in advisory capacity.

On March 26, 1953, Miss Whitehead, a music teacher in seventh and eighth grades at Muesel school, "paddled" the Wiersma boy for disruptive behavior. A local school ruling authorizes the use of paddles for corporal punishment, to be given in the presence of another teacher.

### Parents Drop Charges

The Wiersmas alleged that Robert, then 13, had been beaten by the teacher, and brought charges of assault and battery. St. Joseph county officials permitted the case to go to the

grand jury, resulting in an indictment.

When, after three years, the case had not yet been heard, Miss Whitehead's counsel, at her insistence, asked that a trial date be set. But before the hearing, Robert's parents signed an affidavit authorizing the state's attorney to dismiss the case.



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## Now It's Your Turn to Vote!

By Harry E. Caylor

Most members of the Eighty-fourth Congress are back home trying to get re-elected. Two hundred and twenty-four members of the House of Representatives are finding it hard to explain to their constituents why they voted against Federal Aid for public school construction when two-thirds of the people wanted it and nearly half the nation's school children are inadequately or shabbily housed.

Members of the Senate and its committee leaders who sat on the Federal Aid bill, failing to pull or report it to the floor, can be held just as responsible, because no votes are nay votes. In this category also belongs House bellwether Sam Rayburn (D., Tex.) who helped bring the bill up on his side of the Capitol but didn't vote on it.

Post mortems are of little value, except when they help to solve a crime. Those who voted against the Kelley bill, did commit a crime against the country's future; one that was plotted in the Capitol's cloak rooms and the lobbyist infested bars on and around Pennsylvania Avenue.

So effective was this chicanery, that Edward P. Morgan, AFL-CIO news commentator, declared (and accurately) on his network program: "The headlines say the House killed the school bill. The school bill was never really alive. It was stillborn in a stifling atmosphere of smugness and niggling prejudice."

That's what happened on Capitol Hill. Only once did the enemies of American education, in Washington, show fear that they were losing their strangle hold on the measure—when a straw vote taken by labor delegates at the White House Conference on Education revealed the delegates two to one in favor of Federal Aid for school construction.

The Anti-Aiders howled, but later the delegates wrote the two to one demand for Federal Aid into the record, echoing the sentiment of 500,000 American leaders, (in state and local communities where it has always been very much alive) and of the American people who had been shown by opinion polls to be three to one for Federal help to the schools.

Federal Aid to school construction was not defeated in the House by partisan vote, nor on the issue of Federal school aid as such. It was killed in an emotional wrangle over an issue that had already been settled insofar as the law of the land is concerned.

The Powell amendment, opposed by many Negroes, raised a question no longer legally existing, and Negro children with their poorer schools in many states, lost more than most whites.

Lobbyists of the National Association of Manufacturers and the U. S. Chamber of Commerce, tradi-

tionally and blindly against anything requiring taxes, fanned the flames of the racial controversy. The framework on which the bill was pilloried resembled the (then also already settled) furor over aid to parochial and other non-public schools in a previous Congress.

In each case, public school aid bills were bottled up or killed, after study upon study, and report after report, local, state and national had shown that Federal Aid to public education is a national necessity. The 224 members of the house who voted against the Kelley bill also voted against wishes of the majority of the voters that elected them. Members of the Senate ignored pressure from back home for better schools.

The necessity and the need for Federal Aid for the public schools have persisted in the country and the Congress for more than a quarter of a century. Mr. Eisenhower and other presidents have given it lip service.

There is obviously now need for more members of Congress who will stand for the welfare of the country school-wise and against hysteria and the forces that create it. Members of the House who voted for the school construction bill and those who voted against it are listed on page 8. In November, it will be your turn to vote.

## Congress Failed the People

By George Meany<sup>1</sup>

We in the AFL-CIO share your deep distress at the failure of the Congress to act in the area of greatest need in America—the field of public education. The Congress this year had the opportunity to strike a tremendous blow for the public welfare by adopting the school construction measure. It tragically failed the American people.

The youth of America is our most precious resource. The need for an adequate education for all America's children can only be met by providing decent and safe school buildings and an adequate and well-paid teaching staff.

The American Federation of Teachers deserves the heart-felt commendation of all interested in this vital field for the fight you have waged toward achieving these goals. That your efforts have not to date been capped with the success they deserve, is only the signal for a renewal battle in the future.

The cause is too important and the value too great for any of us to relax our efforts. Be assured that the AFL-CIO will be fighting with renewed vigor for the achievement of these wholly desirable goals.

## "We Offer Our Support"

By Al. Hays<sup>2</sup>

Your (The A. F. of T.'s) struggle to save our public school system from deterioration and decay has the wholehearted and complete support of organized labor.

In every way, we are supporting the fight for Federal aid, not only for school construction, but for teachers' salaries and the health of our school population as well.

In the present world struggle against communism, our only advantage lies in the quality of our citizens, the skill and development of our manpower. We cannot maintain this qualitative superiority without a constantly improving school system. . . . We salute your efforts. We offer our support both nationally, and through our 2,042 local lodges.

## 'Wild Dreams' Sober Reality

By Margaret Snodgrass Harding<sup>3</sup>

It must have been a very lusty infant that we brought into being that spring of 1916. I know that Samuel Gompers was proud of us, for he came out to Chicago to confer the charter (to the A. F. of T.) in person. But he could not have foreseen the growth that was to come, for I remember that he shook his finger at one enthusiastic speaker at that dinner forty years ago, saying, "Young lady, don't take on too much territory."

Well, the wild dreams of that day are sober reality today and now the Federation may be ready to expand in another direction. Principles and platforms must be implemented. Perhaps the time has come to consider active political participation to achieve our goal of "Democracy in education, education for democracy." I give you success in all your undertakings.

<sup>1</sup>President of the AFL-CIO, in a message to the Fortieth Anniversary convention of the American Federation of Teachers.

<sup>2</sup>President, International Association of Machinists, in a message to the Fortieth Anniversary A. F. of T. convention.

<sup>3</sup>Charter member and first corresponding secretary American Federation of Teachers, in a message to Fortieth Anniversary convention, from Minneapolis, Minn.

## The President's Column

By Carl J. Megel

**A**NOTHER SCHOOL YEAR has begun. With it comes concern for the future and reflection upon the past. As teachers we cannot help but feel the enormous vitality of the millions of boys and girls who come to us filled with the eagerness of youth to understand the fundamentals of this man-made world. We start another school year still amazed that this prosperous nation continues to have a shortage of over 300,000 qualified teachers and a need for 470,000 classrooms; that many teachers are not permitted uninterrupted lunch periods, that attempts at educational shortcuts are continuing to surround us.

The fortieth anniversary convention of the American Federation of Teachers brought into focus these many issues and, by its actions, has pledged itself to work toward their correction. We take great pride in recognizing that we have attained a membership of 50,000 members, with a goal for twice that number within the next two years. The American Federation of Teachers has risen to a position of eminence and now stands as the most powerful teachers organization in America, by virtue of its affiliation with the labor movement.

**T**ODAY WE STAND upon the threshold of unlimited possibilities. The AFT cannot and must not be content until the job of teaching America's children will be considered with the highest respect of every American.

We know that imagination, skill, and insight are needed by teachers to uncover potentialities of students in their classes. We also know that a teacher is only half a teacher until that teacher also understands the social, economic, and political events which are shaping up at the local, national, and international levels and comprehends the impact which these events will have upon the future life and happiness of the boys and girls in their classes.

We have just completed the greatest year in our history. We have the highest membership and the highest national stature in our history. No organization has begun to approach the efforts, nor equal the activities of the A. F. of T. in finding solutions to the basic problems confronting American education. In every community where a local of the A. F. of T. exists, there has been improvement in the educational advantages provided for our children, and an advancement toward equal rights for all people.

We have reason to be proud of our record. However, rejoicing in the glories of the past can only be momentary. Ahead lies the "Promised Land," offering limitless new horizons but requiring Herculean effort.

**W**E MUST REMEMBER that the American Federation of Teachers is a great liberal movement in America—not only in education, but in social and political concept. Fighting for the academic and civil liberties of teachers as we do, confronts us with direct opposition of ultra-conservative groups which impede our progress, but cannot prevent our forward march. We will not be deterred. We shall move forward with even greater vigor to bring the teaching profession to prestige and security.

The convention reiterated dedication to a program including increased teachers salaries, tenure laws over the nation, teacher retirement pensions, and corrections of working conditions for our profession, placing special emphasis on collective bargaining as a must for teacher security.

**A** MAJOR ITEM was the matter of organization which is of the greatest importance to our future welfare. The delegate body authorized that a referendum vote of the membership be taken for the increase of dues to permit the greatly expanded program necessary to develop our membership and bring the teaching profession from its present status to the pinnacle of respect and superiority to which it is entitled.

Yes, we have come far, with increasing new horizons stretching before us and within our grasp if we, together, put forth the effort. If we want to end teacher futility and educational mediocrity; if we want to raise our standards so that teachers may become academically superior and without indoctrination; we have an opportunity for accomplishment as never before.

The objectives and goals of the American Federation of Teachers are the stairs that lead into the idealism of every teacher's dreams. The hundreds of thousands of oppressed, frightened teachers in America are hopefully looking to us for guidance.

I pledge to you, as your president for the coming term, my best efforts to bring to a successful conclusion, the goals we have set for ourselves. With the support of each and every member of our organization we cannot fail!





At speakers table of Democratic Human Relations luncheon, Pittsburgh: From left, Rev. James B. Cayce, pastor Ebenezer Baptist Church and president, Pittsburgh Protestant Ministers Union; Emory Bacon, Education Director, United Steelworkers of America and member AFL-CIO Education Committee; Richard Parrish, chairman of the A. F. of T. standing committee on democratic human relations; George W. Culbertson, director of the Pittsburgh Commission on Human Relations; and Theodore Brown of Washington, D. C., assistant director, AFL-CIO Civil Rights Department.

## Education for Integration Called Every Teacher's Job

PITTSBURGH, Pa. — Education for integration is every teacher's job, and the American Federation of Teachers can do more to bring it about than any organization in the United States, in the opinion of two Pittsburgh leaders in the field of human relations.

George W. Culbertson, director of the Pittsburgh Commission on Human Relations, and Emory Bacon, education director of the United Steelworkers of America and member of the AFL-CIO education committee, were guest speakers at the annual Democratic Human Relations luncheon of the Fortieth Anniversary A. F. of T. convention. Richard Parrish of New York City, Local 2, and chairman of the A. F. of T.'s Democratic Human Relations Committee, presided.

### Urges Teachers to Lead

Culbertson declared there is a difference between desegregation and integration, and that the latter is a longer and harder job. The real test of successful integration, the speaker said, depends on how well it carries over from the schoolroom into other areas in the community.

"Integration affects everyone throughout the country, regardless of geographical areas and therefore must become every teacher's concern," he continued.

Culbertson urged teachers to help educate their communities in learning what changes have

to be made through integration, and to work both as individuals and as a teacher union.

Bacon spoke of the role that teachers play in organized labor, and urged them to be leaders in the union movement.

### "Segregated Unions Wrong"

With so many strong voices in active leadership in the profession, he said, teachers should be heard throughout the country, organizing their colleagues into strong unions.

"Segregated unions in the American labor movement are wrong, and above all, when found in Locals of the American Federation of Teachers," Bacon continued. "As a teachers union, the A. F. of T. can do more to bring about equality of opportunity and recognition of independent ability, than any organization in the United States."

### See Federal Court Action

Bacon said while he is in favor of immediate integration, he realizes it isn't going to happen that way. The Federal Courts, he said, will have to take action in many cases.

Also introduced by Parrish were Theodore Brown of Washington, D. C., assistant director, AFL-CIO civil rights department; Benjamin D. Segal of Pittsburgh, trade union consultant for the Fund for the Republic and president of the A. F. of T.'s Workers Education Local 189; and Boyd Wilson of Pittsburgh, international representative of the United Steelworkers of America.

## Minnesota Federation Plans Brisk Legislative Program

DULUTH, Minn. — Minnesota Union teachers will back bills aimed to remove limits on city and county school taxing powers so that funds for school purposes may be increased, in the coming state legislature.

The Minneapolis Federation of Teachers, at its annual convention here, also mapped other objectives to be undertaken in both the legislature which opens the first of the year, and in local school districts. Harvey Otterson of Minneapolis, was re-elected president.

The Federation convention reaffirmed its contention that a single salary starting at \$5,000 and reaching \$9,000 in eight steps, at the Bachelor's level, is

necessary to end the teacher shortage in the state.

Other goals and policies adopted included legislative action to divert 40 per cent of the state's iron ore tax revenue to school funds, and repeal of the state's no-strike law.

Also, improvement of the state tenure law by amending to provide for appeal to the commissioner of education and the courts, and amendment of the state labor relations act so that it will clearly provide bargaining rights for teachers.

Also, improvement in the state teachers pension fund, a legal limit on the teacher's working day, and a tightening up of student discipline.

## Eight Southern Locals Told To Integrate Before 1958

PITTSBURGH, Pa. — The convention of the American Federation of Teachers voted here to give eight of its southern Locals until Dec. 31, 1957, to integrate or have their charters voided.

The action came after long debate and a compromise as to the deadline date reached in caucuses. It was carried by almost unanimous vote from the floor.

The constitution of the A. F. of T. prohibits segregation in Locals, or discrimination because of race or color. The Locals affected are:

Atlanta, Ga., Local 89, white;

Atlanta Federation, Local 1062, Negro; Fulton Co., Ga. Teachers Association, Local 183, white; Capitol City, Ga. Teachers Association, Local 188, Negro.

Also, New Orleans, La., Local 353, white; New Orleans League, Local 527, Negro; Chattanooga, Tenn., Local 246, white; and Mountain City, Tenn., Local 428, Negro.

The action for integration was taken in the adoption of a minority Executive Council report which also set up procedures for organizing new integrated locals in the communities if the present ones do not integrate.



Elder statesman of the A. F. of T. addresses Pittsburgh convention: Dr. John S. Childs, professor emeritus of Teachers College, Columbia University, and long-time leader in the teachers' union.

## K. C. Teachers Vote Social Security

KANSAS CITY, Mo. — The Kansas City Federation of Teachers, Local 691, polled a victory when teachers in the Kansas City schools' retirement system, with an overwhelming referendum vote of 2,535 to 326, elected to go under social security.

Benefits will reach 2,900 members of the retirement system, as the result of a long campaign conducted by the Federation, which originated the plan and pushed enabling legislation through the Missouri Assembly.

Coverage will be retroactive to January 1, 1955. Upon retirement the maximum benefit that can go to a teacher will be \$233.50 a month, which breaks down to maximums of \$108.50 from social security and \$125 from the retirement system. Married teachers will be eligible for additional benefits.

## Mary Herrick Named Aide To President

PITTSBURGH, Pa. — Miss Mary Herrick, long-time leader in the Chicago Teachers Union,



Miss Herrick

Local 1, and the A. F. of T., was retained by action of the Executive Council in post-convention

session here, as temporary assistant to President Carl I. Megel, effective Sept. 1, for the following ten months.

Miss Herrick will serve as an aide to the president in the national headquarters and also do research. She will be on leave during this time from Du Sable high school, Chicago, in which she is presently a teacher.

She is a former member of the Executive Council of the A. F. of T., in which capacity she served from 1935 to 1940. Her membership in the A. F. of T. dates back 33 years, and she has attended 22 of its conventions, in which she was usually active as a committee chairman.

Miss Herrick is a veteran of the "payless paydays" in Chicago, and is a charter member of the Chicago Union in which she has also served in various official capacities, in tireless effort to help improve salaries and working conditions for teachers in the city.

She was also secretary of the education committee of the Chicago Federation of Labor for five years, and has twice been given special assignments by the school administration for curriculum work in social science.

## Guild Helps Obtain Jobs For Victims of Racial Bias

NEW YORK, N. Y. — Teachers fired for fighting school segregation, or those whose jobs are now threatened, are getting help in relocating from New York Teachers Guild, Local 2.

The teacher union is backing the local school board's offer of employment to qualified teachers victimized by racial bias in districts ignoring the Supreme Court desegregation order.

Teachers from seven states with segregated school systems came to a special Guild meeting to be briefed on getting teaching jobs here, and a steady stream of out-of-state teachers have visited Guild offices daily for advice.

### Courses for Examinations

The Guild offered free scholarship for its examination orientation course, to help displaced teachers prepare for the rigorous teaching examinations in New York City.

Richard Parrish, chairman of both the Guild's and the A. F. of T.'s human relations committees, urged teachers to leave segregated school systems, rather than submit to repressive measures.

"Teachers should work for integration without fear that they

may be forced to leave the teaching profession because they displease their local school boards," Parrish declared. "There are real job opportunities here, and we hope boards of education in other parts of the

country will open up similar ones."

### Urges National Action

Charles Cogen, Guild president, assured Dr. William Jansen, school superintendent, that the teacher union applauds the board's offer to displaced teachers, and that it will do everything possible "to give this constructive policy nationwide dissemination."



Planning a busy year ahead: From left, Arthur Grafius of Spokane, president of the Washington State Federation of Teachers; Harriet M. Pease of Schenectady, N. Y., secretary, and Harry C. Brown of Duluth, Minn., president of the A. F. of T. State Presidents Association, snapped at the state officers' luncheon at the Pittsburgh convention.



# AFT and Locals Act for Better Discipline

## Code Is Declared Effective In Curbing School Disorder

PITTSBURGH, Pa.—A three-point resolution on discipline, aimed at giving moral support and obtaining legal protection for public school teachers, was adopted by the A. F. of T. at its Fortieth Anniversary convention.

The action resolved to give assistance to all Locals in developing workable discipline policies for presentation to, and adoption by their boards of education.

The convention insisted that the authority of teachers in dealing with their pupils be upheld by school boards and administrators.

Also, that "in the interest of protecting teachers from fine or imprisonment on charges of assault and battery for reasonable disciplinary action, boards of education take full responsibility for defending teachers, in the courts, if necessary."

The convention essentially reaffirmed a policy adopted in 1954, when, it was pointed out, maintaining discipline in the classroom had become an increasingly serious problem, that principals must be responsible for school discipline, that the teachers' relation to pupils shall be "in loco parentis," that school board and administrative personnel should support principals and teachers in all situations re-

sulting from disciplinary measures, and that parents should be made aware of their responsibility in upholding school discipline.

A new resolution stresses the need for consistent and effective measures for dealing with severe behavior problems, as revealed by the increasing difficulties in maintaining classroom order, the frequent physical attacks on teachers and students, and the undue proportion of class time taken up with discipline problems so detrimental to student progress.

### New Policy Works

DETROIT, Mich. — A year's trial has proven the worth of the new discipline policy adopted by Detroit schools last September.

A poll of 179 schools, conducted here by Detroit Federation of Teachers, Local 231, shows that discipline has not only improved, but that there is no increase in instances of corporal punishment in the schools.

Antonia Kolar, Federation president, said the results of the poll "confirm our belief that the policy is needed and is making improvements."

Teachers agreed that the children's knowledge of the policy

had a beneficial effect in the classroom. On parent attitudes, more than 80 per cent of the questionnaires reported "no objections."

The poll showed that principals openly favoring the policy gave full support to teachers in dealing with behavior problems. Teachers from 20 schools reported that discipline remains poor in spite of the new policy, adding that in the majority of cases this was caused by the principal giving them little or no backing.

### Boston Gets Code

BOSTON, Mass. — An eight-point discipline code has resulted from discussions between Boston Teachers Union, Local 66, and Dr. Dennis C. Haley, superintendent of schools.

Dr. Haley, who agreed with the union-sponsored proposal for clarification of policy on discipline and punishment for recalcitrant pupils, officially adopted a code for Boston schools, based on English common law.

The code places the teacher "in loco parentis," giving him the right to administer corporal punishment under certain rules and regulations, and also states that when he considers it more effective if administered by the principal, it is the latter's duty to do so.

As punishment, a teacher may use extra assignments or detention-after-school, take away privilege of participation in extra-curricular activities and school sports, and temporarily exclude a student whose continuous misbehavior prevents a teaching-learning situation for the rest of the class.

Students who flagrantly misbehave, the code states, are to be suspended and not readmitted until teacher, parent and administrator agree on handling of the problem. The principal is not to discuss with pupil or parent, the disciplinary actions of a teacher without first consulting the latter, and he is at all times to give necessary assistance to the teacher in enforcing discipline.

### Toledo Makes Study

TOLEDO, O. — Factors that teachers here find disturbing to successful classroom teaching,

and what to do about them, are outlined in a discipline problem study made by the Toledo Federation of Teachers, Local 250, with recommendations for action by school administration.

Genevieve M. Givins, chairman of the Local's professional standards committee which made the study, said these recommendations include a code of behavior for pupils, backing by principals of teachers in the handling of correctional problems, a statement of parent responsibility, and publicizing of the sections of the School Code of Ohio stressing the authority given to schools, teachers and administrators.



From far and near, came delegates to the Fortieth Anniversary convention: From left, Stewart Brown, from the Balboa (C. Z.) Federation of Teachers, Local 227; Bernice Samolonia, West (Chicago) Suburban Federation of Teachers, Local 571, and L. V. Haflich, president, Kenosha (Wis.) Teachers Union, Local 557.

## New AFT Growth Nightmare To National Education Ass'n

PITTSBURGH, Pa.—How to "stop the American Federation of Teachers" is of growing concern in the National Education Association and its state and local affiliates!

Frantic calls of the Pittsburgh Branch of the Pennsylvania State Education Association for a "war council" for the purpose was the subject of no little amusement at the Fortieth Anniversary A. F. of T. convention.

The NEA's concern was revealed in a frantic letter to school principals by Wayne H. Mong, president of the Pittsburgh Branch, PSEA, a copy of which was turned over to George Evan, Jr., president of Pittsburgh Vocational, Local 885, by one of the recipients.

### "Union Making Inroads"

By addressing the letter to school principals on the letterhead of the PSEA, Mong acknowledged the validity of the charge that the NEA is a company union. The letter follows:

"June 8, 1956

"Dear Principal:

"I know you are aware of the inroads the union is making on our professional organizations. Too many people, however, are figuratively burying their heads in the sand, hoping that nothing will happen.

"I have attended several conferences in Washington, D. C. called by the NEA. That organization is concerned by the threats of the AFT in large cities and wants to do something about it.

"In discussions by presidents of large city branches with Dr. Harry Carr, executive secretary, and others of the NEA staff, the consensus was that the building representative is the key to the situation. Too often that person is 1)

a new teacher, 2) an ineffective teacher who can't refuse an unwanted assignment, 3) an ineffective teacher who welcomes such an assignment, 4) an indifferent teacher. None of these can do a successful job.

### A \$1,000 Workshop

"The NEA is willing to invest over a thousand dollars in a workshop for building representatives this fall on Friday evening, Aug. 31 to Sunday noon, Sept. 2, to teach building representatives how to do effectively the job of a building representative. The conference will be at Chatham College. Quite evidently, if the representatives are from the above listed categories, all efforts will fail.

"May I, as president of the Pittsburgh Branch, ask your cooperation. Since the workshop is to begin on August 31, it will be necessary to know the representative this semester. Will you appoint, or use your influence to have appointed, teachers who are outstanding, who have personality and who can command the respect of their fellow teachers.

"Then send me the name of the representative before school closes. The teacher selected should be available for the workshop. This seems a large order, but the situation is serious. The union is careful to pick good leaders as solicitors.

### "Union Is Growing

"It may interest you to know that we learned in our last conference in Washington that the union was growing in those cities where the administration was passive or took very little action for professional organizations. Conversely, the union had little strength where administrators were actively engaged in behalf of professional organizations. Both the NEA and the PSEA are all inclusive organizations. They need your support. Will you help?

"Sincerely yours,  
(Signed)  
"Wayne H. Mong  
"President"

## Empire State Seeks Ruling For Higher Teachers' Pensions

SYRACUSE, N. Y.—The Empire State Federation of Teachers is awaiting a decision by Supreme Court Justice E. Howard Ringrose on whether the New York State Teachers Retirement Fund Board has the right to change mortality tables and thus reduce teachers' pensions.

The ruling was sought in a test case brought in the names of Eliot Birnbaum of this city, president of the Empire State Federation, and Mrs. Mildred Cate of the Syracuse Federation

of Teachers, Local 905.

The teachers contend the retirement board acted illegally when it reduced the annuity rates in 1946, and that mortality tables used in 1940, when the state constitution went into effect, should be the basis for teachers' pensions.

A victory for the Federation in getting the annuities re-established at their original rates, would raise the retirement allowance five per cent for most current teachers, as well as others now retired.

## Here Are Fulbrights, Other Foreign Teaching Openings

WASHINGTON, D. C.—About 325 foreign teaching positions in all subject fields will be open under Fulbright grants during the 1957-58 school year to elementary, secondary and junior college teachers. Oct. 15, next, is the deadline for applications, according to an announcement from the U. S. Department of Health, Education and Welfare.

Also available are grants for the summer of 1957 for teachers of German, French and the classics, to attend seminars in Germany, France and Italy, respectively.

Positions involving interchange of American and foreign teachers will be open in Australia, Austria, Belgium, France, Germany, Italy, Netherlands, New Zealand, Norway, Canada and the United Kingdom. For the two last-named countries, the American teacher obtains a leave of absence with pay, and full or partial round-trip transportation. For the others, she receives a maintenance grant in foreign currency and round-trip transportation.

### One-Way Assignments

There are also one-way teaching assignments in Burma, Chile, Denmark, Finland, Greece, India, Italy, Japan, Netherlands, Thailand, and the United Kingdom colonial areas. A maintenance grant to foreign currency and full or partial round-trip transportation are paid.

For information and applications as to the foregoing write

to the Teacher Exchange Section, Office of Education, U. S. Department of Health, Education and Welfare, Washington 25, D. C., before Oct. 15.

In addition to the Fulbrights, the U. S. Office of Education announced that regular teaching positions are also available abroad. Educators experienced in elementary, vocational and teacher education, are needed to serve under the International Cooperation Administration in Latin America, Africa, Europe, South Asia and the Near and Far East. Information may be obtained from the Education Missions Branch, Division of International Education, U. S. Office of Education, Washington 25, D. C.

### American Schools Abroad

Teachers wishing to work in dependent schools for children of military and civilian personnel stationed abroad, may get information about requirements from the Department of the Army, Office of Civilian Personnel, Overseas Affairs Division, Recruitment Branch, Old Post Office Building, 12th St. and Pennsylvania Ave., N.W., Washington 25, D. C.

For details about positions open in American-sponsored elementary and secondary schools in other American Republics, teachers may write to the Inter-American Schools Service, American Council on Education, 1785 Massachusetts Ave., N.W., Washington 25, D. C.



Miss Givins





Firsts for editorial excellence in the American Teacher Publications Awards of Merit were claimed in Pittsburgh by The Reporter of the Philadelphia Federation of Teachers, Local 3, (mimeographed bulletins) accepted by Gustav Baack, president; The Detroit Teacher of the Detroit Federation of Teachers, Local 231, (newspapers) accepted by Mary Ellen Riordan of its editorial board, and the News Letter of the Minnesota State Federation of Teachers (printed bulletins) accepted by Harvey C. Otterson of Minneapolis, the Federation's president. Standing are Marie L. Caylor of Chicago, editor of the American Teacher Publications, who originated the awards, and Prof. Cornelius S. McCarthy, coordinator of the department of Journalism of Duquesne University, Pittsburgh, who presented them.

## Detroit, Gophers, Quakers, Get Top 'Teacher' Awards

PITTSBURGH, Pa.—The Detroit Teacher, the Bulletin of the New York Teacher's Guild and the Union Teacher of Los Angeles shared in top American Teacher awards to A. F. of T newspapers for journalistic excellence at the American Federation of Teachers Fortieth Anniversary convention banquet.

Nineteen state and local newspapers, printed and offset bulletins and mimeographed bulletins carried off 34 awards presented by Prof. Cornelius S. McCarthy,

coordinator of the school of journalism, Duquesne University, who was the speaker the previous Monday at the second annual Union Teacher Press Association luncheon.

The annual awards were inaugurated at the Fort Wayne (1955) convention of the American Federation of Teachers by Marie L. Caylor, editor of American Teacher Publications, to recognize and encourage journalistic endeavor among teacher unions.

The publications were judged by an impartial board comprised of Vin D. Sweeney, public relations and publicity counsel, United Steelworkers of America,

chairman; David Welty, president of the Pittsburgh Newspaper Guild, and Prof. McCarthy.

### Printed Newspapers

First award for editorial excellence, to printed newspapers went to the Detroit Teacher, second to the Bulletin of the New York Teachers Guild, and honorable mention to the Omaha Teacher.

First for artistic excellence (layout) was awarded the Union Teacher of Los Angeles, with second to the Detroit Teacher. The Wisconsin Teacher received honorable mention.

The Detroit Teacher was also cited for the best editorial of the year, for an editorial, "Integrity Winning Out," in its April 16, 1956, issue. Honorable mention went to an editorial, "The Teacher and Social Security," in the March, 1956, Wisconsin Teacher.

"White House Report Scored," in its November 21, 1955, issue, secured the award for the best article on community relations for the Detroit Teacher. The Union Teacher of Los Angeles drew the first for the best article on the value of AFT membership, "Board Could Pay Full Teacher Retirement," in its December, 1955, issue. Honorable mention for similar achievement was given the Omaha Teacher for "Election Day," in its May, 1956, issue.

### Printed Offset Bulletins

Editorial Excellence, News Letter of the Minnesota Federation of Teachers, first; Illinois Union Teacher, second, and the California Teacher, honorable mention.

Artistic Excellence (layout), Teachers Union News Digest of Portland, Oregon, first; San Bernardino (Calif.) Teacher, second, and Illinois Union Teacher, honorable mention.

Best Editorial, "Teacher Shortage Real," in the Colorado Teacher, December, 1955, first, and "President Werre Keynotes Convention," in the Illinois Union Teacher, May, 1956, honorable mention.

Best Article on Teacher Community Relations, "The Martin Case," The Colorado Teacher, May, 1956, first; and "Can We Teach Discipline," the Illinois Union Teacher, March, 1956, honorable mention.

Best Article on Value of AFT Membership, "St. Clair County Circuit Court Rules on Fagen Case," Illinois Union Teacher, March, 1956, first; and "Message from the Editor," Bulletin of the Massachusetts Federation of Teachers, June, 1956, honorable mention.

### Mimeographed Bulletins

Editorial Excellence, The Reporter of the Philadelphia Teachers Union, first; Federation News Bulletin of the Minneapolis Men's, second, and the Heights Union Teacher of Cleveland Heights, honorable mention.

Artistic Excellence, (layout), The Reporter of the Philadelphia Teachers Union, first; The Pennsylvania Teacher, second, and The Heights Union Teacher of Cleveland Heights, honorable mention.

Best Editorial, "Beware of the Gimmicks," Shop Talk of the Denver Federation of Teachers, May 14, 1956, first, and "The Salary Question," Reporter of the Philadelphia Teachers Union, honorable mention.

Best Article on Teacher-Community Relations, "The Teachers Report on Candidates," The

## Local 484 Asks Grievance And Evaluation Procedure

SPRINGFIELD, Mass.—The Springfield Federation of Teachers, Local 484, has asked its school board and superintendent to establish a definite procedural policy for resolving teachers' grievances, and to supply the teacher concerned with a copy of any evaluation of her made by a superior. Henry W. Batt, Federation president, said this would raise teacher morale and improve teacher-administration relationships.

Since the purpose of admin-

istrative judgments and evaluations is to improve the teacher's ability, Batt pointed out, a teacher should know where he is weak and where he shows outstanding ability.

"If the teacher is unaware of derogatory comments, it is improbable that improvement will result," Batt declared. "And since it is conceivable that an administrator's judgement may be faulty, a teacher should have the right to reply to criticism."



What will we do about it? Larry Hackett of LaCrosse, president of the Wisconsin State Federation of Teachers, discusses a resolution before the Pittsburgh convention with Selma Larson, president of the Minneapolis (Minn.) Women's Federation, Local 59, and Richard S. Ryan, delegate from the Providence (R. I.) Teachers Union, Local 958.

## McGinnes Grin Contagious-- It's a Girl!

PITTSBURGH, Pa.—F. Earl McGinnes of Wilmington, Del., just re-elected vice-president,

was seen to hurry from the A. F. of T. convention banquet speakers' table in answer to a messenger's summons, and return with a broad grin.

The smiles relayed along the table until they reached President Megel who announced the birth to Mrs. McGinnes back home of Baby Gail, weight 8 pounds and 6 ounces.

## Television No Substitute For Teacher-Pupil Contact

PITTSBURGH, Pa.—Mass pointed out that education is based upon the personal and sympathetic relationship between a teacher and an individual student, in a class no larger than 25.

Also stressed in the resolution was that the best educational techniques are based upon the recognition that the programs and techniques used must be adapted to the individual differences and rate of pupil progress. These techniques, it added, must also present the opportunity for direct question, interpretation, discussion and exchange of ideas within a group.

The resolution recognized the "great potentiality of TV and other audio-visual aids as important teaching techniques," but

Reporter, San Francisco, first, and "Teachers in Community Affairs," Weekly Bulletin of the Toledo (O.) Federation of Teachers, honorable mention.

Best Article on Value of AFT Membership, "Improve the Profession," Shop Talk of the Denver Federation of Teachers, Apr. 30, 1956, honorable mention.

While reaffirming its continued support of educational TV, the convention disagreed with the theory that the use of television in schools could help solve the teacher shortages by permitting larger classes, reducing school costs and using fewer teachers.

### Unit on Glass Available

"The Story of Glass Containers," an educational unit prepared and distributed by the Glass Container Manufacturers Institute, Inc., is again being offered this fall to teachers and youth group leaders.

The 16-page illustrated booklet is divided into four parts. The first tells how glass bottles have helped to chart ocean currents. The history of glass containers from prehistoric days, with special emphasis on Captain John Smith and the Jamestown Settlement, is related in part two.

Parts three and four describe the method of manufacturing glass containers in America today, and the part they play in our everyday lives. There are also many suggested activities, an outline for an assembly program, and a bibliography.

The booklet, now in its third printing, has been deemed a valuable education tool by teachers throughout the country in varied fields including science, history, geography and art.

Quantity copies for classroom distribution may be obtained free of charge by writing to the Glass Container Manufacturers Institute, Inc., 99 Park Avenue, New York 16, New York.

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## How Congressmen Voted on Federal Aid for School Construction

When the Kelley bill for Federal Aid for School Construction came up in the House of Representatives of the 84th Congress, 119 Democrats and 75 Republicans voted for it, while 119 Republicans and 105 Democrats, most of the latter from the south, voted against it. Following is the roll call vote as compiled by Labor's Daily: (Also, see editorial, "Now It's Your Turn to Vote" Page 4)

### Voting For the Kelley Bill

Arizona (R)	Morano (R)	Iowa (R)	Phillips (D)	Monroney (D)	New Mexico (D)	O'Brien (D)	Pennsylvania (D)	Utah (R)
California (R)	Patterson (R)	Cunningham (R)	Rogers (R)	Sullivan (D)	Dempsey (D)	Osterberg (R)	Barrett (D)	Dawson (R)
Idaho (D)	Schulz (R)	LeCompte (R)	Wigglesworth (R)	Fernandes (D)	Fernandes (D)	Powell (D)	Byrnes (D)	Dixon (R)
Alaska (R)	Brown (R)	Schwengel (R)				Radwan (R)	Carrigg (R)	Vermont (R)
Alabama (R)						Rebman (R)	Chudoff (D)	Proctor (R)
Arkansas (R)						Rooney (D)	Clark (D)	Washington (R)
Colorado (R)						Taylor (R)	Corbett (R)	Holmes (R)
Connecticut (R)						Zelenko (D)	Dague (R)	Horan (R)
Delaware (R)							Eberhart (D)	Mach (R)
District of Columbia (R)							Flood (D)	Magnuson (D)
Florida (R)							Gordon (D)	Pelly (R)
Georgia (R)							Holloman (D)	Toole (R)
Illinois (R)							Holland (D)	Westland (R)
Indiana (R)							Kelly (D)	
Iowa (R)							Kelly (D)	
Kansas (R)							Kelly (D)	
Kentucky (R)							Kelly (D)	
Louisiana (R)							Kelly (D)	
Maine (R)							Kelly (D)	
Massachusetts (R)							Kelly (D)	
Michigan (R)							Kelly (D)	
Minnesota (R)							Kelly (D)	
Mississippi (R)							Kelly (D)	
Missouri (R)							Kelly (D)	
Montana (R)							Kelly (D)	
Nebraska (R)							Kelly (D)	
Nevada (R)							Kelly (D)	
New Hampshire (R)							Kelly (D)	
New Jersey (R)							Kelly (D)	
New Mexico (R)							Kelly (D)	
New York (R)							Kelly (D)	
North Carolina (R)							Kelly (D)	
North Dakota (R)							Kelly (D)	
Ohio (R)							Kelly (D)	
Oklahoma (R)							Kelly (D)	
Oregon (R)							Kelly (D)	
Rhode Island (R)							Kelly (D)	
South Carolina (R)							Kelly (D)	
South Dakota (R)							Kelly (D)	
Tennessee (R)							Kelly (D)	
Texas (R)							Kelly (D)	
Vermont (R)							Kelly (D)	
Virginia (R)							Kelly (D)	
Washington (R)							Kelly (D)	
West Virginia (R)							Kelly (D)	
Wisconsin (R)							Kelly (D)	
Wyoming (R)							Kelly (D)	

Paired For—Boudier (R. Cal.), Cretella (R. Conn.), Dolliver (R. Iowa), Nelson (R. Me.), McCarthy (D. Minn.).

### Voting Against the Kelley Bill

Alabama (R)	Florida (R)	Simpson (R)	Bier (R)	Anderson (R)	Reed (R)	Henderson (R)	Dorn (D)	Malone (D)
Alaska (R)	Bennett (D)	Springer (R)	Spence (D)	Judd (R)	St. George (R)	Hess (R)	McMillen (D)	Palman (D)
Arkansas (R)	Baykin (D)	Vander (R)	Vander (R)	McNabb (D)	Talbot (R)	Jenkins (R)	Richards (D)	Ponge (D)
California (R)	Billiot (D)	Vander (R)	Vander (R)	McNabb (D)	Wainwright (R)	McGregor (R)	Riley (D)	Rogers (D)
Colorado (R)	Grant (D)	Haley (D)	Haley (D)	Wharton (R)	Williams (R)	Minshall (R)	Rivers (D)	Rutherford (D)
Connecticut (R)	Huddleston (D)	Herling (D)	Adair (R)	Whitten (D)	Alexander (D)	Scherer (R)	Teague (D)	Thomas (D)
Delaware (R)	Jones (D)	Matthews (D)	Beamer (R)	Whitten (D)	Whitten (D)	Scherer (R)	Thompson (D)	Wright (D)
District of Columbia (R)	Rains (D)	Rogers (D)	Bray (R)	Whitten (D)	Whitten (D)	Scherer (R)	Thompson (D)	Wright (D)
Florida (R)	Roberts (D)	Sikes (D)	Brownson (R)	Whitten (D)	Whitten (D)	Scherer (R)	Thompson (D)	Wright (D)
Georgia (R)	Seiden (D)	Wicks (D)	Crumpton (R)	Whitten (D)	Whitten (D)	Scherer (R)	Thompson (D)	Wright (D)
Idaho (R)	Blitch (D)	Hallen (R)	Wicks (D)	Whitten (D)	Whitten (D)	Scherer (R)	Thompson (D)	Wright (D)
Illinois (R)	Brown (D)	Hallen (R)	Wicks (D)	Whitten (D)	Whitten (D)	Scherer (R)	Thompson (D)	Wright (D)
Indiana (R)	Davis (D)	Harvey (R)	Wicks (D)	Whitten (D)	Whitten (D)	Scherer (R)	Thompson (D)	Wright (D)
Iowa (R)	Flynn (D)	Wilson (R)	Wicks (D)	Whitten (D)	Whitten (D)	Scherer (R)	Thompson (D)	Wright (D)
Kansas (R)	Forrester (D)	Landrum (D)	Wicks (D)	Whitten (D)	Whitten (D)	Scherer (R)	Thompson (D)	Wright (D)
Kentucky (R)	Hayes (D)	Landrum (D)	Wicks (D)	Whitten (D)	Whitten (D)	Scherer (R)	Thompson (D)	Wright (D)
Louisiana (R)	Mills (D)	Landrum (D)	Wicks (D)	Whitten (D)	Whitten (D)	Scherer (R)	Thompson (D)	Wright (D)
Maine (R)	Norrell (D)	Landrum (D)	Wicks (D)	Whitten (D)	Whitten (D)	Scherer (R)	Thompson (D)	Wright (D)
Massachusetts (R)	Trimble (D)	Landrum (D)	Wicks (D)	Whitten (D)	Whitten (D)	Scherer (R)	Thompson (D)	Wright (D)
Michigan (R)	Heard (R)	Landrum (D)	Wicks (D)	Whitten (D)	Whitten (D)	Scherer (R)	Thompson (D)	Wright (D)
Minnesota (R)	Hillings (R)	Landrum (D)	Wicks (D)	Whitten (D)	Whitten (D)	Scherer (R)	Thompson (D)	Wright (D)
Mississippi (R)	Hillings (R)	Landrum (D)	Wicks (D)	Whitten (D)	Whitten (D)	Scherer (R)	Thompson (D)	Wright (D)
Missouri (R)	Hillings (R)	Landrum (D)	Wicks (D)	Whitten (D)	Whitten (D)	Scherer (R)	Thompson (D)	Wright (D)
Montana (R)	Hillings (R)	Landrum (D)	Wicks (D)	Whitten (D)	Whitten (D)	Scherer (R)	Thompson (D)	Wright (D)
Nebraska (R)	Hillings (R)	Landrum (D)	Wicks (D)	Whitten (D)	Whitten (D)	Scherer (R)	Thompson (D)	Wright (D)
Nevada (R)	Hillings (R)	Landrum (D)	Wicks (D)	Whitten (D)	Whitten (D)	Scherer (R)	Thompson (D)	Wright (D)
New Hampshire (R)	Hillings (R)	Landrum (D)	Wicks (D)	Whitten (D)	Whitten (D)	Scherer (R)	Thompson (D)	Wright (D)
New Jersey (R)	Hillings (R)	Landrum (D)	Wicks (D)	Whitten (D)	Whitten (D)	Scherer (R)	Thompson (D)	Wright (D)
New Mexico (R)	Hillings (R)	Landrum (D)	Wicks (D)	Whitten (D)	Whitten (D)	Scherer (R)	Thompson (D)	Wright (D)
New York (R)	Hillings (R)	Landrum (D)	Wicks (D)	Whitten (D)	Whitten (D)	Scherer (R)	Thompson (D)	Wright (D)
North Carolina (R)	Hillings (R)	Landrum (D)	Wicks (D)	Whitten (D)	Whitten (D)	Scherer (R)	Thompson (D)	Wright (D)
North Dakota (R)	Hillings (R)	Landrum (D)	Wicks (D)	Whitten (D)	Whitten (D)	Scherer (R)	Thompson (D)	Wright (D)
Ohio (R)	Hillings (R)	Landrum (D)	Wicks (D)	Whitten (D)	Whitten (D)	Scherer (R)	Thompson (D)	Wright (D)
Oklahoma (R)	Hillings (R)	Landrum (D)	Wicks (D)	Whitten (D)	Whitten (D)	Scherer (R)	Thompson (D)	Wright (D)
Oregon (R)	Hillings (R)	Landrum (D)	Wicks (D)	Whitten (D)	Whitten (D)	Scherer (R)	Thompson (D)	Wright (D)
Rhode Island (R)	Hillings (R)	Landrum (D)	Wicks (D)	Whitten (D)	Whitten (D)	Scherer (R)	Thompson (D)	Wright (D)
South Carolina (R)	Hillings (R)	Landrum (D)	Wicks (D)	Whitten (D)	Whitten (D)	Scherer (R)	Thompson (D)	Wright (D)
South Dakota (R)	Hillings (R)	Landrum (D)	Wicks (D)	Whitten (D)	Whitten (D)	Scherer (R)	Thompson (D)	Wright (D)
Tennessee (R)	Hillings (R)	Landrum (D)	Wicks (D)	Whitten (D)	Whitten (D)	Scherer (R)	Thompson (D)	Wright (D)
Texas (R)	Hillings (R)	Landrum (D)	Wicks (D)	Whitten (D)	Whitten (D)	Scherer (R)	Thompson (D)	Wright (D)
Vermont (R)	Hillings (R)	Landrum (D)	Wicks (D)	Whitten (D)	Whitten (D)	Scherer (R)	Thompson (D)	Wright (D)
Virginia (R)	Hillings (R)	Landrum (D)	Wicks (D)	Whitten (D)	Whitten (D)	Scherer (R)	Thompson (D)	Wright (D)
Washington (R)	Hillings (R)	Landrum (D)	Wicks (D)	Whitten (D)	Whitten (D)	Scherer (R)	Thompson (D)	Wright (D)
West Virginia (R)	Hillings (R)	Landrum (D)	Wicks (D)	Whitten (D)	Whitten (D)	Scherer (R)	Thompson (D)	Wright (D)
Wisconsin (R)	Hillings (R)	Landrum (D)	Wicks (D)	Whitten (D)	Whitten (D)	Scherer (R)	Thompson (D)	Wright (D)
Wyoming (R)	Hillings (R)	Landrum (D)	Wicks (D)	Whitten (D)	Whitten (D)	Scherer (R)	Thompson (D)	Wright (D)

Paired Against—Jackson (R. Calif.), Filcher (D. Ga.), Thompson (D. La.), McConnell (R. Pa.), Bell (D. Texas).

### NOT VOTING

Wilson (R. Calif.), Lane (D. Mass.), O'Hara (R. Minn.), Speaker Rayburn (D. Texas), Thornberry (D. Texas).

## Stevenson Pledges Campaign For Federal Aid to Schools

PITTSBURGH, Pa.—A pledge to take the case for Federal Aid for Education to the people with a definite program, was made by Adlai E. Stevenson, Democratic nominee for president, in a message to the Fortieth Anniversary convention of the American Federation of Teachers.

Stevenson's message, delivered in person by Joseph S. Clark, former mayor of Philadelphia and currently Democratic candidate for U. S. Senator, stressed the need for swift action to meet the crisis in education. It follows:

"One of the leading national issues I intend to take to the people this fall is the crisis in our schools. In my judgment, the present Administration has missed a great opportunity by its failure to face up to the national school crisis.

### Republican Failure

"For three years the Administration failed to exert the leadership that would have produced overwhelming popular support for Federal Aid to our schools, and when a bill providing Federal aid finally came to a vote in the House of Representatives, more Republicans than Democrats voted to kill it.

"As a consequence, we are right back where we were. We are short at least 470,000 classrooms and 171,000 teachers. Furthermore, we are falling farther and farther behind daily.

"I expect to put before the people this fall a detailed program of Federal aid to the schools that will include at least \$400 million dollars in Federal



Former Mayor Clark Speaks for Stevenson

funds for school construction, \$50 million dollars a year in Federal funds to increase teachers' salaries, and a program of national scholarships to encourage outstandingly competent people to better equip themselves to teach. No strings should be attached to these programs. The important thing is education.

### Symbol of Neglect

"The shortage of classrooms is merely the visible symbol of years of neglect of our schools. The hidden crisis in education is in the scarcity of fully qualified teachers. It is here that we have failed our children most.

"Unless we move swiftly to meet the crisis in education, our country will be in serious trouble. For the democratic system of government may be defined as that system which depends

## Boards Agree Teachers May Join Unions

WILMINGTON, Del. — School boards in nine Delaware towns told the Federation of Delaware Teachers, Local 762, they thoroughly agree that teachers should have free choice in joining organizations, as specified in the state board of education's non-coercion policy.

The boards which took the initiative in so expressing their feelings are in Conrad, Marshalltown, Mount Pleasant, New Castle, Oak Grove, Alexis I duPont, Seaford, Rehoboth and Richardson Park. The Federation is calling on other Delaware school boards urging them to take similar action.

for its very existence upon an educated enlightened electorate. At rock bottom, material prosperity is nothing, enlightenment everything; everything we have and believe—our progress, our freedom, our steady movement toward the better life for all—rests upon education.

### "It's America's Fight"

"For these reasons I intend during the months ahead to take the case for education to the people, and if I am elected I will fight to save our schools with every resource at my command.

"This is not my fight, it is America's fight. As you have long known, and for your work toward our common objectives, the American people are immeasurably in your debt."

### Bargaining From Page 1

tion services, and in others school boards bargain with teachers' unions with "certain limitations."

Local and State Federations were urged to sponsor legislation in their states to provide for collective bargaining "where deemed necessary and desirable."

An increasing number of A. F. of T. Locals have in the last year been successful in establishing labor-wise bargaining techniques with their boards, and in many cases have been aided in doing so by their Central Trades and Labor Councils.

### Panel on Bargaining

Adoption of the resolution followed a panel on collective bargaining moderated by Turner H. Trimble of Chicago, with Herrick S. Roth of Denver, vice-president; Mary R. Wheeler of Oak Park, Ill., and John Litgenberg of Chicago, general AFT counsel, participating.

A summary of the panel discussion will be published as a symposium in a forthcoming issue of the American Teacher magazine.

### Merit Rating From Page 1

structive suggestions, or righting obvious injustices, and that this power is also aimed at all teacher organizations not controlled by administration.

Emphasized also, was that no subjective rating standards for measuring the effectiveness of a teacher's work honestly and fairly have even been produced. Years of research by responsible

## Areas of New AFT Council Members

PITTSBURGH, Pa.—Vice-presidents of the new A. F. of T. Executive council were assigned to the following areas at the post-convention council meeting:

Selma Borchardt, Homer Bldg., Washington, D. C.—District of Columbia, North and South Carolina, Virginia, Canal Zone

Charles C. Boyer, 3816 Vincent Ave., S., Minneapolis, Minn.—Minnesota, North and South Dakota

Hope V. Carey, 35 Potter St., Pawtucket, R. I.—New Hampshire, Rhode Island, Connecticut

Rose Claffey, 15 Barr St., Salem, Mass.—Maine, Massachusetts, Vermont

Kenneth Fitzgibbons, 830 Allview Ave., Richmond, Calif.—California, Nevada, Hawaii

James L. Fitzpatrick, 1214 N. Hawley Rd., Milwaukee, Wis.—Wisconsin, Kentucky

Paul B. High, 11140 Snow Rd., Cleveland, Ohio—Ohio, Indiana

Mrs. Veronica B. Hill, 2607 Soniat St., New Orleans, La.—Oklahoma, Louisiana, Arkansas, Texas

Phyllis Hutchinson, 1717 S. W. Park Ave., Portland, Ore.—Oregon, Washington, Alaska, Idaho, Montana

Edward Jewett, 2445 Avenue H, Council Bluffs, Ia.—Iowa, Nebraska, Kansas

Mrs. Rosalie C. Kraus, 1805 1/2 15th Street Pl., Moline, Ill.—Illinois, Missouri

F. Earl McGinness, Jr., 106 Laurel Lane, Wilmington, Del.—New Jersey, Delaware, Maryland

Herrick S. Roth, Room 108, 360 Acoma St., Denver, Colo.—Wyoming, Colorado, New Mexico, Arizona, Utah

Mrs. Rebecca C. Simonson, 2 E. 23rd St., New York N. Y.—New York, Georgia, Florida

Mrs. Florence Sweeney, 29415 E. River Rd., Grosse Ile, Mich.—Michigan, Alabama, Mississippi, West Virginia

Charles B. Williamson, 1119 E. Fourth St., Erie, Pa.—Pennsylvania, Tennessee

educational agencies, the resolution declared, prove that it is impossible to set up such criteria.

## Merit Rating Gets Boot In Elizabeth

ELIZABETH, N. J.—The "merit" system of pay for teachers got the boot here, when the Elizabeth Citizens' Survey Advisory Committee studied and rejected two proposals made to the Elizabeth school board.

The Committee's two teacher representatives, members of Elizabeth Teachers Union, Local 733, revealed to the rest of the committee, that salaries based on so-called "merit" rating cannot be objective, are detrimental to morale, and have always been unsuccessful when tried.



# AFT Locals Across Country Win Higher Pay

## Delaware Enacts Highest State Supported Salaries

WILMINGTON, Del. — The Delaware State Assembly at Dover this summer enacted a new uniform state supported salary schedule for public school teachers, backed by the Federation of Delaware Teachers, Local 762, and believed to be the highest of its kind in the United States.

The new law, signed by Gov. J. Caleb Boggs gives teachers increases ranging from \$100 to \$1,400 a year, depending on their degrees and years of service. The increases become effective by categories, with those for non-degree teachers and bachelors with up to 5 years of experience now in effect. Most adjustments are to be completed by the opening of the 1958-59 school year.

### Range, \$2,800 to \$6,700

The schedule, in 14 steps, ranges from starting salaries of \$2,800 for non-degree teachers and \$3,200 for bachelors, to a maximum of \$6,700 for doctors. It follows:

Non-degree teachers, \$2,800 to \$5,100; bachelors, \$3,200 to \$5,500; masters or equivalent, \$3,600 to \$5,900; masters plus

30 credits, \$4,000 to \$6,300, and doctors, \$4,400 to \$6,700.

F. Earl McGinnes, Jr., Local 762 president, said the schedule thus sets up a minimum that a district must pay, and called it one of the most effective actions yet taken by a state legislature to correct the teacher shortage.

### State Carries Cost

"The total cost," he added, "is to be carried by the state, but local school districts may supplement the state supported salaries from local funds, and many in the Wilmington area are doing so to provide necessarily higher pay."

The legislation was first introduced two years ago when a non-union teachers' organization backed a bill omitting schedules for the Masters equivalent and the Masters plus 30 credits while the union fought for one containing the scales.

This year, however, the non-union association came around to the union's way of thinking. McGinnes added: "So far as we know, the new schedule is the highest uniform statewide teachers' schedule in the country, and the highest state supported schedule."

## \$600 Increase In Wilmington

WILMINGTON, Del. — The 1956-57 salary schedule adopted by the Wilmington school board gives teachers here a \$400 increase at minimum and a \$600 to \$700 raise at maximum.

F. Earl McGinnes, Jr., president of the Federation of Delaware Teachers, Local 762, said this represents a \$600 salary adjustment for the majority.

Even on the lower part of the schedule, he added, no teacher will get less than \$600, including their annual increment, and about 60 non-degree teachers at maximum are being adjusted by \$700.

Wilmington, which does not hire new non-degree teachers on regular contracts, will be paying those who were in the system prior to the adoption of that policy, \$5,200 for two years of college training and \$5,500 for three years.

The rest of the new schedule: For Bachelor's, \$3,700 to \$5,900 in 13 steps; for Master's or Equivalent, \$3,940 to \$6,300 in 14 steps; for Master's plus one year of training, \$4,140 to \$6,700 in 15 steps; and Doctor's, \$4,340 to \$7,000.

"This schedule supplements the new statewide minimum salary by \$500 and upward," McGinnes said. "The important thing is that our teachers are on it now, with about 66% drawing the maximums."



They recalled the days of Teacher Union pioneering: Seated, Fredland G. Stecker, now of Frederick, Md., one of the four living charter signers and first secretary-treasurer of the American Federation of Teachers, and Mrs. Stecker after he addressed the Fortieth Anniversary convention banquet on the organization's history. Standing, to recall working together "back when," are Bernice C. Blanchard, head of the national office mailing department; John M. Feakes, veteran president of Chicago Teachers' Union, Local 1; Lena G. Hults, presently A. F. of T. office manager and Stecker's secretary when he held office, and Catherine C. McGourty, secretary in A. F. of T. headquarters.

## Tucson Union Wins Raises For Five Area Districts

TUCSON, Ariz. — Largely through the efforts of Pima County Teachers Union, Local 1238, increases varying from \$400 at minimum to \$1,000 at maximum, have been won for teachers in five school districts of Pima county.

Richard Y. Murray, Local 1238 president, said the teacher union had worked closely with organized labor in influencing raises for the districts concerned.

The new schedules for the five Pima county districts follow, including raises obtained:

Amphitheater: B.A. degree—raises of \$600 to \$800, making salary range from \$4,000 to \$6,050; M.A. degree—raises of \$600 to \$800, making salary range from \$4,150 to \$6,200; paid in 11 increments. Flowing Wells: B.A.—\$450 to

\$900 in raises, salary range, \$3,800 to \$5,900; M.A.—\$550 to \$1,000 in raises, salary range, \$4,050 to \$6,150; paid in 12 increments.

Marana: Raise of \$400, bringing minimums to \$4,000 for B.A. and \$4,200 for M.A., with no limit set for maximums or increments.

Tucson: Raises of \$400 to \$700, making B.A. range from \$4,000 to \$6,600 and M.A. from \$4,200 to \$6,800; in 13 steps.

Sunnyside: An over-all raise of \$508; salary range for B.A., \$3,800 to \$5,400; for M.A., \$4,000 to \$5,600; in 9 steps. In this district, more than 70 per cent of the teachers had authorized Local 1238 to represent them in salary negotiations.

Murray said the union's plan presented earlier this year to Pima county school districts, showing how pay raises could be achieved, has set the pattern for all teacher union salary negotiations in Arizona.

classroom teachers here.

Rosalie Kraus, president of Moline Federation of Teachers, Local 791, described the new schedule as follows: For B.A. degree, starting salary is \$3,500, reaching \$5,100 maximum after 15 years experience; for M.A. degree, pay begins at \$3,700, reaching \$5,500 after 17 years experience.

There are also differentials for coaching and other extra duties, Mrs. Kraus said.

## \$300 to \$500 Rockford Raise

ROCKFORD, Ill. — Pay increases ranging from \$350 to \$500 have been gained by local teachers for the 1956-57 school year. A tax referendum to be held before the end of October may bring small additional raises.

The Rockford Federation of Teachers, Local 540, started negotiations for pay raises last September. It was through the persistent efforts of the union's salary committee, that increases were finally obtained. Committee members are Raymond Froeh-

## Military Service Credit And Pay Raise in Wellston

WELLSTON, Ohio.—Pay raises ranging from \$230 to \$430 for the current school year, have been gained by teachers here, with the possibility of another new salary schedule effective January 1, 1957.

George H. Lackey, president of Wellston Federation of Teachers, Local 1257, said this would be contingent upon a three mill levy being placed on the ballot.

The current and 1955-56 pay schedules are compared as follows:

For less than three years ex-

perience: \$2,700 to \$3,000 in four steps, formerly \$2,470 to \$2,970 in six steps; for three years experience: \$2,900 to \$3,500 in seven steps, formerly \$2,600 to \$3,220 in seven steps.

For four years with degree: \$3,100 to \$4,010 in eight steps, formerly \$2,870 to \$3,470 in eight steps; for five years with no degree: \$3,300 to \$4,210 in eight steps, formerly \$2,970 to \$3,670 in nine steps; for M.A. degree: \$3,500 to \$4,620 in nine steps, formerly \$3,070 to \$3,820 in nine steps.

The pay schedule assures that 12 months service in the armed forces is accepted as one year's experience.

## Van Dyke Gets \$4,400 B.A. Floor

VAN DYKE, Mich.—Salaries for local teachers during the 1956-57 school year are \$400 higher than the previous schedule, with adjustments in supplemental pay for those doing extra work such as coaching and play directing after school hours.

The new schedule ranges from \$4,400 minimum to \$6,400 maximum for B.A. or equivalent, and from \$4,600 to \$6,600 for an M.A. or its equal.

Harold F. Neher, president of Van Dyke Federation of Teachers, Local 892, said the union is submitting a program to the local school board that would raise the salary schedule as follows: \$5,000 to \$8,000 for B.A. degree, and \$5,300 to \$8,300 for M.A., to be reached within three years.

## W. Milwaukee Ups Pay, Leave

WEST MILWAUKEE, Wis.—Public school classroom teachers here have received pay increases varying from about \$200 to nearly \$700 for the current school year, in addition to other benefits. Most of them are members of West Milwaukee Federation of Teachers, Local 1067, whose president is Louis I. Mielke.

The new schedule for less than 128 credits or equivalent units starts at \$3,500, with maximum of \$5,900, reached in 13 steps. In the other categories, it follows:

For B.A. degree or 128 units: \$3,700 minimum to \$6,500 maximum in 15 steps.

For M.A. degree or 160 units: \$3,900 minimum to \$6,700 maximum in 15 steps; for 176 units: \$4,000 to \$7,000 in 16 steps and for 192 units: \$4,100 to \$7,100 in 16 steps.

A longevity schedule covering years of service was approved as follows: 6 to 10 years, \$50; 11 to 15 years, \$100; 16 to 20 years, \$150; 21 to 25 years, \$200; and 26 years or more, \$250.

A former sick leave allowance

## Gets \$4,400 B.A. Minimum

HAZEL PARK, Mich. — Increase of \$300 for B.A. degree teachers, and \$400 for those with M.A.'s, have upped 1956-57 teaching salaries in the Hazel Park schools.

As reported by Beth Hart, president of Hazel Park Federation of Teachers, Local 838, the current schedule ranges from \$4,400 minimum to \$6,200 maximum for a B.A., and \$4,750 to \$6,550 for an M.A., to be paid in nine increments of \$200 each.

## \$400 to \$500 Hike in Moline

MOLINE, Ill. — Salary increases beginning at \$400 and reaching \$500 at top levels, mark the 1956-57 pay schedule for



Fortieth Anniversary convention committee chairmen meet over a blueprint for sessions: From left, standing, David Cramer, past president, Ft. Wayne (Ind.) Teachers Council, Local 700, legislative committee chairman; Hazel Greiger, president, Gary (Ind.) Teachers Union, Local 4, international relations; Meyer Halushka, Chicago Teachers Union, Local 1, civil and professional rights of teachers, and Harold F. Neher of Ferndale, president of the Van Dyke (Mich.) Federation of Teachers, Local 892, nominations and elections. Seated, Mrs. Rebecca Simonson, New York Teachers Guild, Local 2, social and economic trends; Eleanor Lonek, West Suburban (Chicago) Teachers Union, Local 571, officers reports; Mrs. Sylvia Solomon, president, Toledo (O.) Federation of Teachers, Local 250, resolutions; Sally Tancil, Washington (D. C.) Teachers Union, Local 6, democratic human relations, and Edward F. Jerraw, Cleveland (O.) Federation of Teachers, Local 279, constitutional amendments.



lich, chairman, Mrs. Harvey Share, Local president, and Edgar Van Barriger.

For teachers with 60 to 110 undergraduate hours, the new schedule goes from \$3,100 minimum to \$4,575 maximum in nine steps.

For degree teachers, new salaries are: B.A., \$3,600 to \$5,400 in 11 steps; B.A. plus 10 graduate hours, \$3,700 to \$5,500 in 11 steps; B.A. plus 20 hours, \$3,800 to \$5,600 in 11 steps; M.A., \$3,900 to \$5,900 in 13 steps; M.A. plus 10 graduate hours, \$4,000 to \$6,000 in 13 steps; M.A. plus 20 hours, \$4,100 to \$6,100 in 13 steps; M.A. plus 30 hours, \$4,200 to \$6,200 in 13 steps.

### Whiting Raise \$246 to \$412

WHITING, Ind. — Teachers here have received pay raises for the current school year, ranging from \$246 at minimum to a top of \$412.

The new schedule, as reported by Whiting Teachers Union, Local 1040, follows: For teachers with three years training, \$4,354 minimum to \$6,173 maximum; for B.A. degree, \$4,575 to \$6,725; for M.A. degree, \$4,795 to \$7,276.

The salaries are to be paid in 15 steps, with an additional tenth of one per cent for each year of service over the 15.

### Poll Reveals Bugs in Schedule

CLEVELAND HEIGHTS, O. — This city's new 1956-57 salary schedule for teachers gives graduated raises starting with \$200 at minimum, and going up to \$800 for an M.A. maximum, and \$1,000 for those reaching a Ph.D. ceiling.

Jacob J. Fraier, publicity chairman of the Cleveland Heights Federation of Teachers, Local 795, said that in a poll it conducted, 94 per cent of teachers contacted voted disapproval of the schedule, because, they declared, those at the lower end of the scale are receiving unfair treatment, and it will take five years before any can reach the \$7,300 M.A. maximum, now advertised as Ohio's highest.

The new schedule follows: For B.A. degree, \$3,800 minimum to \$6,100 maximum after 12 years experience; for M.A., \$4,000 minimum to \$7,300 maximum after 19 years experience; and for Ph.D., top of \$7,700. Annual increments fluctuate from \$100 to \$300 at various steps.

### Los Angeles Raise Inadequate

LOS ANGELES, Calif. — Pay raises ranging from \$250 at minimum to \$650 at maximum have been given classroom teachers here, despite spirited protests spearheaded by Los Angeles Teachers Union, Local 1021, that such amounts are unrealistic and inadequate.

Hank Zivetz, the union's salary chairman, said it had been working for a salary range of \$4,500 to \$9,000. But the current schedule passed by the school board, he said, is considerably less, rising from a minimum of \$4,250 to a maximum of \$7,800, to be paid in 12 steps.

Max Wright, Local 1021 president, called the raise a "money-saving program at the expense of the children" and warned the school board that the union would reopen salary negotiations this fall.

### Raise Follows Megel Speech

SO. SAN FRANCISCO, Calif. — South San Francisco Federation of Teachers, Local 1119, is celebrating a new salary schedule, which Robert L. Kauk, retiring president, said was granted following some impressive remarks by Carl J. Megel, AFT president, during a recent visit here.

"We feel we owe President Megel the credit for helping to convince our trustees that teachers are worth more money," said Kauk. "We were negotiating contracts, and a few days after Megel's speech here, the trustees set a precedent by granting the salaries we had requested."

The new 1956-57 schedule follows, to be paid in 12 steps: For B.A. degree, \$4,200 minimum to \$6,510; B.A. plus 15 hours, \$4,410 to \$6,720; B.A. plus 30 hours, \$4,620 to \$6,930; B.A. plus 45 hours, \$4,830 to \$7,140; and B.A. plus 60 hours, \$5,040 to \$7,350.

The contract also provides for an added \$250 for five years additional service in So. San Francisco, \$450 for 10 years and \$650 for 15 years of additional service.

### Wins Pay Raise With Study Bonus

SAN JOSE, Calif. — The 1956-57 salaries for teachers in the San Jose unified school district, have been upped by a straight across-the-board increase of \$150.

Charles B. Womack, Jr., president of San Jose Federation of Teachers, Local 957, reports the new schedule, to be paid in 12 steps, as follows:

For non-degree teachers, from \$3,850 minimum to \$6,030 maximum; for B.A. degree, \$4,000 to \$6,180; for M.A. degree, \$4,800 to \$6,980. There are also provisions for intermediate credits.

An increment of \$100 for professional improvements can be earned each five years at the fifth and tenth year on the scale, by taking nine semester hours of work in college or university, or by earning nine units in the in-service training program offered by the board of education.

### Stops Rigged Meeting

RICHMOND, Calif. — Teachers here obtained a new 1956-57 salary schedule paying increases ranging from \$20 to a top of \$240, after making it clear to the local school board that they refused to be pushed around.

Teachers with B.A. plus 48 units, are getting \$3,800 minimum to \$7,143 maximum, and those with B.A. plus 60 units, a salary range of \$4,002 to \$7,343, all payable in 13 steps.

During the course of negotiations, the Contra Costa County Federation of Teachers, Local 866, took a militant stand, when the boards of the elementary and secondary school districts announced a joint 3:00 p.m. meeting—an hour too early for teachers to attend.

To protest such meetings, wives and children of teachers picketed the Richmond Administration Building. By 3:30, husbands had joined, and there were about 200 teachers carrying placards and armbands, including some company union members, too. The meeting was cancelled.

### Berkeley Pay Up 10 Per Cent

BERKELEY, Calif. — A 10 per cent increase has boosted teacher salaries here for the 1956-57 school year to a B.A. range of \$4,180 to \$6,603, and an M.A. range of \$4,519 to \$7,450 in 13 steps.

J. Oswaldo Asturias, president of Berkeley Federation of Teachers, Local 1078, said that this schedule, as granted by the local school board, compares favorably with one proposed by a teachers' committee.

### Braddock \$200 Over State Top

BRADDOCK, Pa. — A recent state-mandated increase of \$400 for the 1956-57 school year has been added to teacher salaries here, but the Braddock Federation of Teachers, Local 1009, is continuing its fight for an additional \$200 for all teachers.

Backing the teachers' demand is Patrick J. Hamill, board president, who is trying to get a hostile board to approve a \$738,000 budget to cover the proposed \$200 raise, as well as improvements for the athletic field and recreation facilities. Hamill has urged teachers to pool their bargaining strength behind a single organization.

Paul J. Brown, president of Local 1009, said the new schedule pays minimums of \$3,900 for regular teachers and \$3,200 for teachers of physically and mentally handicapped children. The scale reaches maximums of \$4,400 for teachers with standard or two-year college certificates, \$4,800 for those with B.A. degrees, and \$5,200 for those with M.A. degrees.

### Token Increase In Detroit

DETROIT, Mich. — Detroit teachers got a \$100 increase in their 1956-57 pay schedules, while salaries for those at maximum were upped \$200 this fall.

In approving this, the school board trimmed nearly \$6.5 million from earlier budget recommendations, and turned down a request for a \$9.5 million increase in the tax millage allocation for schools.

Antonia Kolar, president of Detroit Federation of Teachers, Local 231, said the Federation is continuing to urge the board to set up a study committee to explore new sources of revenue.

She foresaw a threat that Detroit schools may be understaffed because in addition to an



Watching the delegates go by at Pittsburgh: Barbara Julion, Melvindale (Mich.) Federation of Teachers, Local 1051, and Samuel Goldstein, Cleveland (O.) Teachers Union, Local 279.



Whole family comes to the Fortieth Anniversary convention: Mr. and Mrs. Robert C. Waltmire (he was a delegate from the Wyandotte (Mich.) Federation of Teachers, Local 1124) with Baby Beth, Arne, Robert and Ginger.

unusually heavy retirement list, teachers are being attracted to jobs in surrounding suburbs, where minimums are higher.

Detroit's current salary schedule pays from \$4,250 to \$6,750 in 10 steps for B.A. or less, as compared with the former range of \$4,150 to \$6,550 in nine steps.

Teachers with M.A. or more, get from \$4,500 to \$7,000 in 10 steps, as compared with last year's schedule of \$4,400 to \$6,800 in nine steps.

### Pay, Sick Leave Up in Atlanta

ATLANTA, Ga. — Teachers in Atlanta's public schools have received pay increases for the 1956-57 school year, starting at \$200 minimum and reaching tops of \$350 for those with B.A. degree, and \$500 for those with an M.A.

Roger H. Derthick, president of Atlanta Public School Teachers Association, Local 89, described the new schedule as ranging from \$3,900 to \$6,400 in 17 steps for B.A. teachers, and \$4,200 to \$6,950 in 18 steps for M.A. teachers.

Other benefits include seven days of sick leave per year, accumulative to 60 days, and one-half of accumulative sick leave as severance pay after 30 years.

### N.Y.C. Ups Pay But Very Little

NEW YORK, N. Y. — All New York City teachers are receiving pay increases this school year which range from \$100 minimum to a top of \$300 for B.A. degree, and from \$200 to \$400 for an M.A. degree.

Martin Lobenthal, vice-president of New York Teachers Guild, Local 2, and chairman of its salary committee, said the new schedule pays B.A. teachers from \$4,000 to \$7,600 in 14 steps, and M.A. teachers from

\$4,400 to \$8,000 in the same steps. This covers teachers giving all types of specialized instruction, as well as those doing academic classroom teaching.

Despite the protests of teachers that this schedule is inadequate and far below their own demands, it was presented by the school board on a "take it or leave it" basis.

The salary controversy has become increasingly critical since last January, when the board failed to include raises in its budget request to the city council, sufficient to meet teacher needs. The board has repeatedly refused to negotiate with teacher representatives, Guild spokesmen declared.

### Springfield Gets Higher Pay

SPRINGFIELD, Ill. — The new schedule for Springfield teachers pays an increase of \$200 in starting salaries, with \$100 annual hikes beginning at the third year, for both B.A. and M.A. degrees.

Louisa Grisham, president of Springfield Federation of Teachers, Local 601, said the school board left the door open for further salary adjustments during the current school term.

The new schedule graduates from \$3,600 to \$5,500 for B.A. teachers and from \$3,800 to \$5,700 for M.A. teachers, in 14 steps.

### E. St. Louis Up \$100

E. ST. LOUIS, Ill. — An overall increase of \$100 in all categories has been obtained by classroom teachers here for the 1956-57 school year.

Paul E. Woods, president of the East St. Louis Federation of Teachers, Local 1220, reports the current schedule as follows: Non-degree teachers, \$3,550 minimum to \$4,950 maximum in 15 steps; B.A. degree, \$3,700 to \$5,400 in 18 steps; M.A. degree, \$3,900 to \$5,600 in 18 steps.





Mrs. Rebecca Barton, Madison, Wis., chairman of the Governor's Commission on Human Rights, talked to the A. F. of T. Madison Workshop. After the formal session Mrs. Margaret Miller of the La Crosse Federation of Teachers, Local 652; Agnes McClafferty, Detroit Federation of Teachers, Local 231; and Mrs. Ella Reckner, Chicago Teachers Union, Local 1, continued the discussion informally.

## Three Workshops Highpoint Classroom Teachers' Needs

### U. of Wisconsin

MADISON, Wis.—The chairman of the department of economics at the University of Wisconsin told the American Federation of Teachers Workshop here that labor people have more respect for education than any other group in our country.

Dr. Edwin H. Young added that this is the reason that organized labor has been the strongest and most consistent supporter of free public schools.

The workshop, in mid-August,

was under the sponsorship of the American Federation of Teachers and the university's School for Workers of which Robert W. Ozanne is director, with James L. Fitzpatrick of Milwaukee, chairman of the A. F. of T. committee.

Carl J. Megel, A. F. of T. president, urged teachers to sell their communities on the need for higher pay. He added: "You can't expect a community to value its teachers any higher than they value themselves."

He asserted that the primary

immediate objective of the A. F. of T. is to build up its membership to make it a more effective organization in advancing its program for the teachers and the schools.

Of special significance was the panel discussion on the merits and demerits of the merit rating plan, which was led by a panel of four Workshop participants. Other problems examined by the group included grievance procedure, social security for teachers, and democratic human relations.

### U. of California Workshop

BERKELEY, Calif.—Teachers must first get their personnel problems ironed out, if they want to do a professional teaching job, Prof. Theodore L. Reller of the University of California's education department told an American Federation of Teachers' summer conference and workshop held on the school's campus.

And George Johns, secretary of the San Francisco Labor Council and former school board member, stressed that where personnel problems are concerned, there is no difference between the needs of teachers and other workers, and said collective bargaining is the answer.

Both were among a group of educators and labor representatives discussing non-academic problems of teachers, at the conference, cosponsored by the California State Federation of Teachers, and the University's Institute of Industrial Relations.

More than 60 classroom teachers attended.

Prof. Reller said that few local school districts have achieved satisfactory personnel policies in the areas of tenure, promotion and transfer. He urged action on a local level by interesting and involving various citizens' groups and outside experts, as well as teachers, and school administrators.

Johns declared collective bargaining is the only realistic way to achieve good personnel policies, because "it is not only a matter of convincing other rational people of the soundness of a policy, but there must be some real power behind a demand."

He pointed out that the interests of teachers and administration are divergent in many respects, and the former must win independent power for themselves if they are to have any voice in education.

Ben Rust of Richmond, Calif., who took part in a panel on "Personnel Practices," is president of the California State Federation of Teachers.

### Penn State Workshop

UNIVERSITY PARK, Pa.—Teachers should participate in trade union bodies as working members, because the labor movement is concerned with raising standards of education as well as the "bread and butter" aspects of life, Prof. Hal Reede told the A. F. of T.'s first annual workshop on Penn State campus.

Reede is economics professor at Penn State University, former president of Pennsylvania State Federation of Teachers, and charter member and past president of Penn State Chapter, Local 500. He was one of a group of educators and labor representatives who discussed issues facing teacher unions and the problems of teachers in the labor movement.

The workshop was under the direction of Anthony S. Luchek, head of Penn State's labor education service, and Margaret Root of Philadelphia, Pa., executive secretary of the Pennsylvania Federation of Teachers. Luchek is former president of Local 500 and vice-president of the Pennsylvania Federation of Teachers.

Mike Johnson, education director of the Pennsylvania State Federation of Labor, and member of Harrisburg Federation of Teachers, Local 1086, stressed the need for closer ties between A. F. of T. Locals and Central Labor Councils.

"Teachers can serve in this area by doing basic research in problems confronting labor, taking an active part in worker's education programs and making labor aware of community problems," he declared.

Four A. F. of T. leaders served as resource persons for workshop discussions. They were Ann Maloney and William P. Swan of Gary (Ind.) Teachers Union, Local 4; F. Earl McGinnes, Jr. of Wilmington, Del., president of the Federation of Delaware Teachers, Local 762; and Raymond S. Peck of Columbus (O.) Teachers Union, Local 538.

## S. F. Local 61 Asks Revised Transfer Plan

SAN FRANCISCO, Calif.—A revised teacher transfer policy to benefit pupils, teachers and administration, and minimize the disruptive influence caused by changing teacher personnel during the semester, will be presented for school board consideration this fall by the San Francisco Federation of Teachers, Local 61.

Dan Jackson, Federation president, said its transfer policy committee spent the summer "ironing out" the plan, and hopes for early action by the school board. The transfer policy covers elementary, junior and senior high schools.

much to end discrimination against union members in the districts in which it has been adopted," said Don Henry, executive secretary of the State Federation. "It can serve as a model for each Federation Local in California, to be varied or changed according to circumstances."

Henry and Kenneth C. Fitzgibbons of Richmond, president of Contra Costa County Federation of Teachers, Local 806, recently succeeded in getting such a statement accepted by the San Pablo school board.

A similar policy statement had previously been obtained from their local school boards by Humboldt County Federation of Teachers, Local 1203, whose president is Vas Arnautoff of Eureka.



Four West Coast leaders check their credentials at Fortieth Anniversary convention registration desk: From left, Dan Jackson, president of the San Francisco Federation of Teachers, Local 61; Kenneth Fitzgibbons of El Sobrante, Calif., immediate past president of the Contra Costa County Federation of Teachers, Local 806; Ben Rust of Richmond, president of the California State Federation of Teachers, and Vincent Ferriole of Napa, secretary of the California Federation.

## Seeks Employment Service For California Teachers

BERKELEY, Calif.—The California State Federation of Teachers has renewed its drive to have a free employment service for teachers added to the state's employment service division.

Donald K. Henry, executive secretary of the Federation, said that while no active opposition is expected from the Department of Employment, some active campaigning will be needed to convince Gov. Goodwin J. Knight and the state legislature of the need for such a service.

In the meantime, Henry has asked each A. F. of T. Local in California to obtain detailed case histories of placement experiences from members as well

as other teachers. It is hoped, Henry said, that the facts obtained will be of real use in establishing a placement service free of company union domination.

### For Free Choice Rule

LOS ANGELES, Calif.—A project high on the agenda of the California State Federation of Teachers seeks to obtain a policy statement from school boards throughout the state, similar to one issued annually by the Los Angeles board, recognizing the right of its employees to join organizations of their choice.

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## Klotsche Calls Knowledge Bar to Mobocracy, Tyranny

PITTSBURGH, Pa.—Dissemination of knowledge was called the "best insurance against either mobocracy of the masses or tyranny exercised by the few," by the Provost of the University of Wisconsin, Milwaukee, at the Fortieth Anniversary American Federation of Teachers convention.

J. Martin Klotsche, speaking at the annual banquet told delegates that all other freedoms are meaningless without man's right to believe what his conscience dictates and tell others what he believes.

"This," he added, "is the most revolutionary and daring idea in man's possession."

Klotsche, who spoke on "Every Teacher Informed and Free," contrasted the shackling of mind and body in a totalitarian state, with the democratic premise that man must be free to have access to knowledge and to use it.

### Mind Must Be Free

"An integral part of the American experiment with the democratic way of life," he explained, "has been faith in universal education made available to all, coupled with a determination that the unchained ranging of the human mind must remain free and unshackled."

Klotsche said that a free society suffers unless all the talent

in its midst is cultivated, because "these talents are needed for our security in time of crisis, and for general well-being in more normal times. It is stupendous folly to ignore our human resources, for they are our greatest assets."

Stressing the importance of the free use of knowledge, Klotsche declared there is nothing more frightful or frightening than ignorance in action, and when an untamed passion for oppression is given free rein.

### No One All-Knowing

"No one is so all-knowing as to be able to decide what knowledge is best for man to possess," Klotsche said. "Therefore, it is important to create an atmosphere in which everybody can

constantly verify truth and extend the frontiers of knowledge, which certainly have not been pushed to their outward limits."

Emphasizing that the powers of the free ranging mind are inexhaustible, the speaker declared that there can be no reserved areas into which man should not venture, nor should there be any dogmas which cannot be questioned.

"Man's creative spirit can penetrate the mysteries of the universe," Klotsche said, "only when free use of knowledge is employed to improve the mind, to keep it in use, and to allow it to discover what is hidden."

"We can produce a generation of wise and good citizens, prepared to face the future and determined to assist in building a social edifice of substance and strength," Klotsche concluded, "only by extending the right of free knowledge to all, and insisting on its free use."

## Wisconsin College Teachers Act Against Loss of Pay

MILWAUKEE, Wis.—The Wisconsin Federation of College Teachers, protesting inequities in a recent pay changeover causing losses to Wisconsin state college faculty members, is taking action through recently retained legal counsel, to obtain restitution.

The law firm of Padway, Goldberg & Previant has made a formal demand of the Board of Regents of state colleges for money owed the teachers in conjunction with the conversion from a 12-month to a 10-month system of employment, which, in many cases, will cause faculty members variously to lose up to two months salary.

Should no favorable reply result, a suit will be filed, John

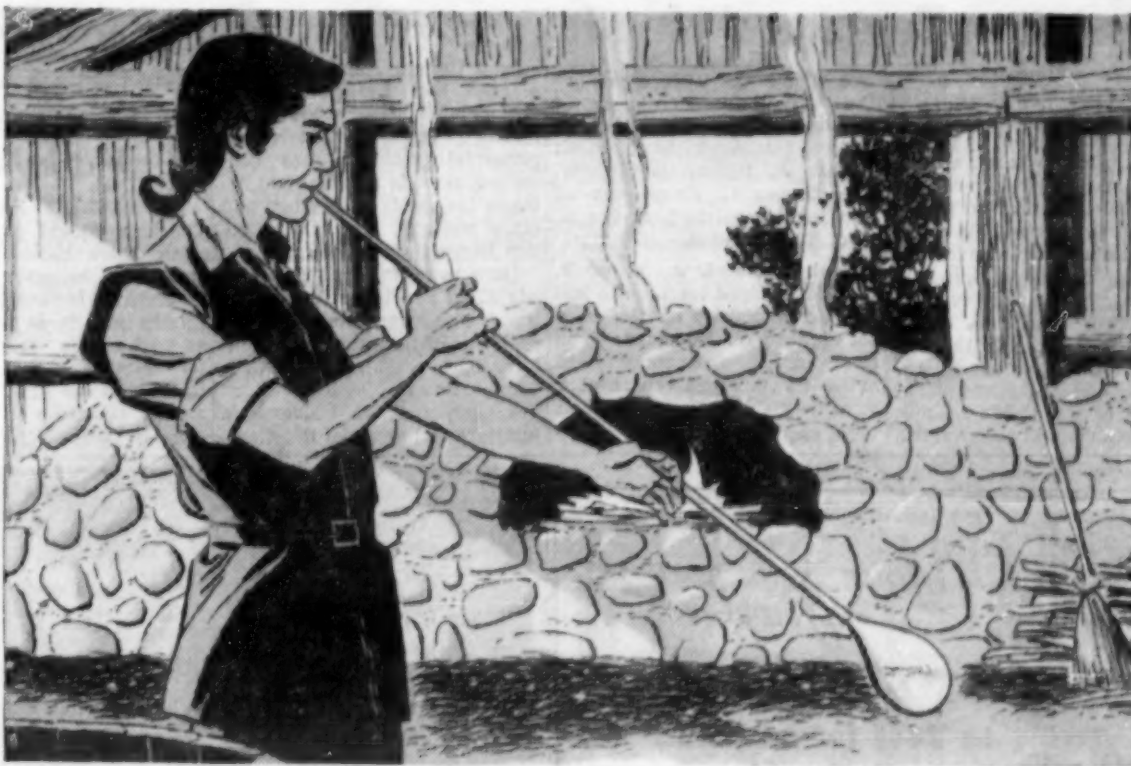
Dulka, chairman of the Wisconsin Federation of College Teachers, said, adding that in previous direct discussions, the board had refused to meet the claims of the teachers.

The Federation is composed of Milwaukee Teachers College Federation, Local 79, Eau Claire Teachers College Federation of Teachers, Local 917, Whitewater State Teachers College Union, Local 1036, and Central State Teachers College Federation of Teachers, Local 1072.

Dulka said these Locals are enlisting the support of faculty members in other state colleges which are not organized, and many non-union teachers have already joined in the steps being taken.



Dr. Klotsche



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